RoadRunner

BRITISH COLUMBIA
The Best Place on Earth

Ministry of Transportation and Infrastructure

Staff Newsletter January 2010

Olympic Operations Centre – Let the Games Begin!

Submitted by Jesse Morwood, Area Manager

The Olympic operations staff for our ministry are ready to carry the Olympic torch. With less than two weeks to the start of the 2010 Winter Olympics, and thanks to all those working so hard to get the infrastructure and team ready, our ministry is set for the world stage. The dedicated staff and resources are fuelling the flame as we march toward the start of the games.

Olympic Operations Manager Brian Atkins, one of many employees working on safe and efficient Olympic transportation corridors, holds the ministry torch/pilon.

The Ministry of Transportation and Infrastructure's Olympics Operations Centre will be the unofficial home of many of us during the eight weeks in and around the Olympic period. Based in Squamish, and staffed 24/7, the operations centre will be one of the focal points for monitoring ministry infrastructure and ensuring the Sea-to-Sky corridor operates smoothly. There will also be another group of ministry staff working at the Vanoc Transportation Management Centre. This centre will also be open 24/7 and includes staff from the ministry, Vanoc, City of Vancouver, TransLink and BC Transit. The centre will the hub for immediate traffic information exchange between the various partners to ensure the roadway network is kept flowing safely and efficiently for the Olympic athletes and officials, motorists, commercial vehicles, transit riders, cyclists and pedestrians.

From these command centres, the operations staff will do what the ministry does best – ensure traffic moves safely and efficiently throughout the region.

With support from all corners of the province, a CVSE-staffed check point, and the ever-vigilant Pemberton Avalanche Crew at our backs, these Olympics are sure to be a transportation success.

Our ministry isn't the only organization ramping up operations. We will be continuing our partnership with the three winter maintenance contractors that operate in Service Area 4 – Cypress Mountain, Mainroad Howe Sound and Miller Capilano. These companies will be supplementing their regular staff levels with extra employees, equipment and materials to provide enhanced levels of service during the Olympic period.

All staff are ready to deliver not only an unmatched level of service, but also will contribute to the implementation and maintenance of many improvements on the corridor. Notably, our ministry will be implementing counter-flow lanes on the world-class Sea-to-Sky Highway to accommodate heavy Olympic traffic.

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Editor's Note

Excitement is mounting as the 2010 Vancouver Olympic and Paralympic Games draw closer.

Some employees have been involved for a long time – ensuring that traffic will flow smoothly, planning for business and dignitary delegations, or working on the energy efficient Olympic Rings which showcase B.C.'s leadership in environmental sustainability. Others will contribute closer to the games, with technology support in the media room, or as hosts in the BC-Canada pavilion. In addition to a number of Olympic-themed

stories, this edition of Road Runner has articles about winning projects undertaken by employees, and items about people passing the torch of knowledge to others.

Behind every story, is a passion for the work or activities, in which employees are taking part.

"From a little spark bursts a mighty flame."

– Dante Alighieri

– Nancy McLeod, Editor

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The RoadRunner is an employee newsletter, published four times a year. We welcome your story submissions. Email your article as a word document (approx. 350 words) and your photographs as jpegs to: RoadRunner@gov.bc.ca.

In the email for your story, please attach the text as a Word document and attach the graphics (photos, charts, etc) as separate jpeg or pdf files. Please DO NOT embed graphics in the article – this compromises reproduction quality and the images may not be useable by our graphic artist.

Check out the Employee Advisory Forum website for regular updates: http://gww.th.gov.bc.ca/EAF/home_intra.asp.

For @Work – the Public Service Community Website, visit: https://gww.gov.bc.ca

Browse the TRAN Online Store at: http://gww.th.gov.bc.ca/gwwhr/content/store/onlinestore.pdf

Olympic Operations Centre – Let the Games Begin!

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On the three-lane portions of the highway, two lanes will be provided for the morning north-bound traffic to Whistler, with the reverse in the afternoon, when the bulk of the traffic is returning to Vancouver.

In tandem with a third lane at Porteau Cove, the recent shoulder widening in Whistler will temporarily accommodate an Olympic lane.

These improvements, coupled with the permanent counter-flow gates installed at Iron Workers Memorial Bridge (to be used in emergencies) will help the corridor perform at an Olympic level and provide long-term legacy improvements for the region. It has been a long road for all those that have worked above and beyond their regular duties to get the Ministry of Transportation and Infrastructure ready for the Olympics.

The list cuts deep across the ministry and is surprisingly long – unfortunately too long to squeeze into this short article.

As Brian Atkins, Lower Mainland District Operations Manager and Olympic Operations Director, articulates, "The effort by everyone involved has been Olympian. As we enter into the operational period, so too begins a once-in-a-lifetime opportunity for staff to demonstrate our expertise and professionalism to the world.

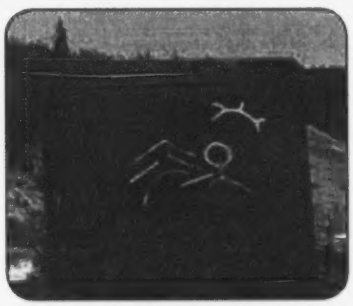
I know that the ministry will continue to perform admirably, and I share the enthusiasm in being part of this occasion and contributing to a successful Olympics." ♦

Adams River Bridge an Elegant Solution

Submitted by Ed Dodds, Area Manager/Project Supervisor and Ton Degroot, Project Supervisor

The Adams River Bridge replacement and approaches project replaced the existing single lane Adams River timber Howe truss built in 1956, with a two-lane structure with sidewalk. The work also improved the alignment by removing a 90 degree bend at the north approach of the existing structure.

The Adams River Bridge is on the Squilax Anglmont Road and provides the only access to the North Shuswap. With this in mind, the project objectives were service level improvement from a single lane structure to a two-lane structure, the improved alignment at the north approach and a reduction in the traffic collision count.



The southern view of the concrete monument, with representative pictographs from the Little Shuswap Nation.

The North Shuswap is a significant tourist destination with a seven-fold increase of tourist traffic in the summer, in conjunction with the year-round use by commercial truck, logging and service delivery traffic. Roderick Haig-Brown Provincial Park, located adjacent to the right-of-way, benefited by the project as the old route became a frontage road to the park, and created a larger and safer parking area. As well, park visitors no longer have to walk across the road to reach the hiking trails or launch a canoe; they can pass under the new bridge.

The project had significant challenges. Little Shuswap Indian Band reserve land lies directly to the south of the existing bridge, and the Roderick Haig-Brown Provincial Park lies to the North. These facts, along with the topography of the area, have resulted in the location of the new alignment being immediately adjacent to the existing bridge.

Traffic disruptions had to be kept to a minimum. Impacts on the park and reserve land outside of the ministry right of way had to be avoided. The operation of tourist activities such as the rafting pullout had to be accommodated in construction. The Adams River is home to a world-class salmon run, thus protection of fish habitat and spawning beds is essential. Timing of in-stream work was limited. Archaeological sites with high heritage significance are also present near the approaches.

After the fires of 2003, concerns that a single lane timber bridge provided the only access to the North Shuswap, brought the structure to the regional priority list. A formal project was initiated. The stakeholders were identified and extensive consultation started.

The approaches were designed in house by Bruce Maki from Southern Interior Region's Design Service. After Bruce retired, Keith Aviss took over the design duties. They concentrated on minimizing the right of way requirement through the park, and maintained an 80 km/hr design. As Roderick Haig Brown Park is a class A park, Karen Doyle from the regional properties group put together a land removal and transfer package, and the proposed arrangement was accepted in the spring of 2007.

Successfully managing the environmental aspects of the project was critical. Brent Persello, the Regional Environmental Manager, developed a strategy and retained environmental consultants to prepare the reports and obtain environmental approvals. The Adams River is one of the few rivers that has no environmental window, during which work can be performed. The Adam's sockeye run is a four-year return cycle and work is not allowed during the either its dominate or sub dominate years.

Sound environmental science provided the foundation for the work timeframe approvals, before tendering the project. During the project planning phase, it was determined that it was better for the ministry to prepare the environmental plans and obtain the approvals before the tendering process, rather than awarding the contract and putting the onus on the contractor to obtain the approvals.

With work only possible during two years of the four-year cycle the construction scheduling risk was too great.

The ministry had the right of way for the new alignment through the

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Adams River Bridge an Elegant Solution

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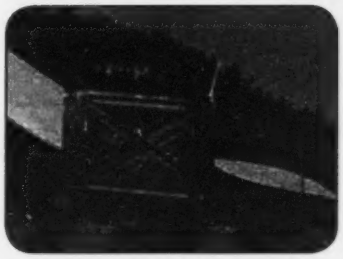
Little Shuswap Reserve but consultations was required for working easement. During the consultations we walked the site with Jimmy Arnouse, an elder, and he pointed out various artifacts and evidence of the band's presence on the land, dating back hundreds of years. Jimmy also discussed the pictographs in the band's territories. From the discussions, it was decided to incorporate an acknowledgment of the native culture with the construction of the new bridge. Consultation with the band council and the ministry's regional First Nation negotiators, Karl Klingbeil, Yvonne Deibert and Reagan Day, resulted in the construction of a concrete monument with four representative pictographs from Little Shuswap Nation.



A bridge beam is launched across the river to its resting site.

Brent Beattie, Regional Geotech Engineer, organized the foundation investigation. Due to the sensitive environment, the drill rig had to be flown in with a helicopter, even though the test hole was less than 30 metres from the road.

The bridge design and construction process was managed by the regional bridge group. John Coyne, Regional Bridge Construction Engineer was the project sponsor. Laurie Christiansen, Manager Bridge Engineering, and Neil O'Neill, senior project supervisor, completed the design reviews. Ton DeGroot was the ministry's on- site construction supervisor. The bridge design contract was awarded to Dennis Sargent and Associates.

As the site had environmental and alignment restrictions, innovated engineering solutions were incorporated into the design. The steel stringers were fabricated with a curvature. The bearing design not only allows movement in a longitudinal direction. it also accommodates movement in radial direction, because of the curved design. Even the pier placement in the channel, required extensive hydraulic investigations and complex engineering calculations, to accommodate the curved superstructure. The effort spent on the design review process paid off when the Adams River Bridge won a design award from the Consulting Engineers of B.C.

Forbes Industrial Contractors, from Prince George, was awarded the construction contract in June 2008, and Brentwood Excavation their grade approach contractor from Kamloops, commenced with approach construction in September. Construction Drilling from Duncan commenced with the pile placement in October, 610 mm diameter pile piles were installed for the abutment elements and 912 mm diameter pipe piles were used for the pier elements.

The substructure was completed in January 2009. The girders were fabricated by Rapid Span from Armstrong. Forbes Industrial decided to launch the girders across the river and completed the work in mid March. Deck form work and concrete placement was completed by mid July and the new structure was opened for traffic by the second week in August, permitting the removal of the old timber Howe truss.

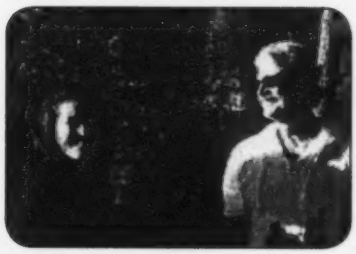
Demolition of the Howe truss was a challenge and the contractor retained Dean Barlow, a retired bridge foreman, to supervise the work. A steel structure was installed through the Howe truss, securing the bottom cords of the Howe truss to this steel structure. Removing the Howe truss this way, kept it clear of the area below the high water mark, where fish fry and eggs may be. The existing piles were removed from the stream bed and the disturbed area was re-vegetated.

The new Adams River Bridge won a design award from the Consulting Engineers of B.C.

The Adams Bridge Project had strong local support from the community. Both the ground-breaking and official opening ceremony events were well attended by the community. Participants included local politicians, Okanagan Shuswap MLA George Abbott and Chief Felix Arnouse of the Little Shuswap Indian Band. Credit goes for organizing the events goes to Audrie Henry, from the Okanagan Shuswap District. Successful delivery of the Adams Bridge project, an elegant solution to a complex problem, is a testament to the knowledge and experience of the project team. ♦

Lucky Horseshoes on the KHCP

The Kicking Horse Canyon Project team had a work/social event on Sept.10, featuring a horseshoe tournament and a potluck dinner. Great fun was had by everyone who took part!



Competition winners Project Technician Adriana da Costa and Construction Manager Jim Deutsch were awarded lucky horseshoes.

Project Manager Jon Jensen attempts to toss a ringer. Like usual, Jon has great follow through – or is he disputing the referee?

Dan Doyle Leadership Award Recognizes Contributions

Submitted by Valerie Fabick, Regional Manager, Project Delivery

In late 2009, it was announced that Mike Proudfoot, our Assistant Deputy Minister for Highways, was the recipient of the Fourth Annual Dan Doyle Leadership Award. It's a most deserved honour and fitting tribute for someone who has had a remarkable career with the ministry.

Mike was nominated for this award by a notable group of his peers, who have been inspired by Mike over the years, and impressed with his values, clarity in direction, enthusiasm, passion, sincerity and ability to motivate.

The award is named for Dan Doyle, who served as Deputy Minister from 2001 to 2006 and worked in the ministry for more than 36 years. The Dan Doyle Leadership Award recognizes those who make our ministry better in a very significant way. Mike Proudfoot is a true leader, and deserves our thanks for his incredible contributions to the Ministry of Transportation and Infrastructure.

The team that evaluated all of the nominations this year, came up with a stellar winner by all accounts. But I can attest that it wasn't an easy choice.

Four other very deserving individuals were put forward for the award and it is important that we also recognize their contributions. I have taken the liberty of borrowing a few quotes from the nominations.

Gerry Fleming, Project Director with the Port Mann Highway 1 Project

"Gerry sees things in people that they do not see in themselves."

"He is encouraging, supportive and provides all necessary support to his team members and is always ready to help. This has gained him the respect of all of those folks with whom he works."

Svein Haugen, Director Land Management Branch

"Above and beyond Svein's leadership skills of developing, mentoring and managing staff, Svein has vision. He articulates this vision in a way that inspires his team members to embrace and take on the challenges. His leadership style is simple, clear and direct, focusing on the goal with a collaborative approach to problem solving. He is a true leader in every sense of the word"

Bill Rose, Regional Manager for Project Delivery in the Northern Region

"Bill exemplifies the attributes of great leadership at the working level with staff. The leadership qualities in particular are his strength of character, his ethics and his people skills. He demonstrates consistent reliability and responsibility and he models honesty and integrity."

Nic Seaton, Avalanche Program Technician

"Nic is a natural leader. He is firm, fair and approachable. His attention to detail both on technical issues and in personal relationships has resulted in a group that works with cohesion, unity and pride.

Nic recognizes the importance of building good working relationships. Anyone who has ever worked for him in any capacity will attest to that."

Former Deputy Minister Dan Doyle presents Highways ADM Mike Proudfoot with the Dan Doyle Leadership Award.

Each and every one of the nominees should be very proud of this achievement and should take pride that they have positively influenced those around them to excel in their personal and professional lives.

A special thanks goes out to all of the nominators and to the wonderful team, from the three regions, who were evaluators for this year's award: Michael Braun, Lorna Leslie, Sherry Eland, Ken Nash, Glenn Olleck and Nathan Voogd. ♦

Flooding and Washouts Hit North Island

Submitted by Max Walker, Area Manager, Roads

It's been a wet and busy winter season for employees in the Courtenay area office. In early January, heavy rain, high tides and wind damaged road and bridge infrastructure in the Comox Valley. For the second time in three months, a local state of emergency was declared.

High river flow in Fanny Bay caused a washout at the north end of the bridge on Highway 19A, and a small slide several hundred metres north. As Road Runner was being completed, traffic was being detoured, in one area, as a side road north of Courtenay was closed due to a large culvert washing out. Several other washouts and plugged culverts kept crews extremely occupied.

This time there was no impact on the ministry office, unlike earlier flooding.

Last fall, after days of heavy rain and extreme runoff the Courtenay River overflowed its banks when a high tide kept the river from draining to the ocean. This affected many residents and businesses along the waterway. On Nov. 16, Courtenay Mayor Greg Phelps declared a local state of emergency.

While the waters did not actually broach the ministry's North Island area office, access to the office was impacted by the rising waters. Highway 19A behind the office, and Comox Road in front, were both closed because of the flooding. The ministry's 17th Street Bridge

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Flooding and Washouts Hit North Island

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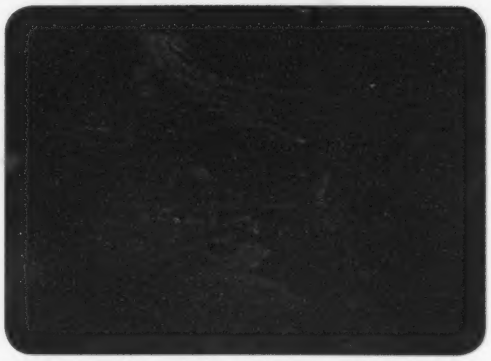
Submitted by Max Walker, Area Manager, Roads

was restricted to one lane in each direction, and traffic was re-routed through the Town of Comox.

It was chaos – or was it? Only the week before, the Comox Valley Emergency Program, with participation from all of the valley's emergency services, including the ministry, hosted Exercise Noah. The exercise included the Courtenay River flooding scenario.

Emergency response organizations were able to draw upon the lessons learned the previous week and apply them to the real life situation. Fortunately, the actual flooding was not as high or as widespread as in the Exercise Noah scenario, nor did the flooding last as long. The floodwaters receded after a few hours, as when the tide went out so did the water on the roads. The impacted roads and bridges were inspected and re-opened in time for the afternoon commute. Elsewhere in the service area, heavy rains caused several minor slides and washouts, with larger ones occurring on Highway 28 near Heber River, and at Tsitika on Highway 19.

Roads in front of and behind the Courtenay office, were blocked by floodwaters, for a few hours.



Damage caused by a debris flow in Heber Creek that blocked the highway culvert.

At Heber Creek, approximately 15 kilometres east of Gold River, a debris flow came down the creek channel and plugged the highway culvert. The creek then flowed along the road for 400 metres, washing out the shoulder and undermining pavement almost to the centre of the traffic lane at some points.

At one location, the creek broached the shoulder, depositing material and blocking the road.

At Tsitika, on Highway 19 between Sayward and Woss, another debris flow came down a creek channel from high up a mountain, which filled the catchment area, plugged a culvert, and flowed across the road, blocking traffic. The road was cleared and the basin emptied. Then, material came down a second time, filled the basin, and it was cleared a second time. ♦

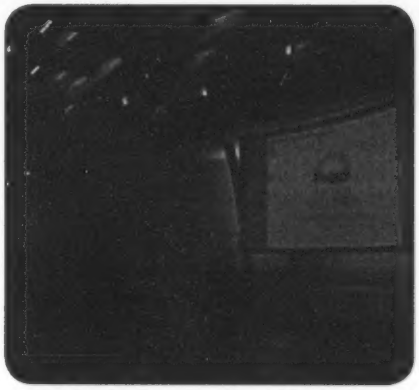
Selling Pacific Gateway to International Contacts at Olympics

Submitted by Kristie Kristofferson, Public Affairs Officer

Instead of heading overseas to engage our customers, the Pacific Gateway Executive Committee is inviting key international representatives from the shipping, retail, transportation and logistics sectors to visit B.C. during the 2010 Winter Olympics, and see what Canada's Pacific Gateway has to offer.

The Pacific Gateway program includes hosting meetings at the BC Showcase in Robson Square. Up to 15 individual international customers will attend, along with Pacific Gateway partners, senior government officials, international customer executives, and key business and industry contacts. The goal is to build on relationships already established, identify issues and seek commitment to growth through Canada's Pacific Gateway. Several receptions and luncheons will be held in other venues, such as the BC-Canada Pavilion, and these larger events will include guests drawn from a wider B.C. business, association, and transportation and logistics industry pool. The BC International Media Centre, housing up to 3,500 media, is directly across from the BC Showcase.

The Pacific Gateway Executive Committee and Pacific Gateway staff will take advantage of this opportunity to make announcements that promote and highlight Canada's Pacific Gateway, and our partners and guests. ♦



Pacific Gateway will host meetings with international contacts at the BC Showcase, in Robson Square.

Carving out Olympic Games Glory

Submitted by Brent Davies, Senior Development Technician

A select few individuals devote their entire lives for an opportunity to reach success at the height of competition.

After a summer of intense off-season training, ministry athletes were ready for their golden opportunity and the challenge of the games. The games of course, are the Second Annual Cariboo District Pumpkin Carving Competition – or CDPCC for those acronym-orientated folks out there. Okay, maybe this competitive event is not quite the scale of the 2010 Olympic Games, but it's certainly a close second in our minds.

Heading into the CDPCC, the early favourite had to have been last year's defending group champions led by Brad "Steady Hands" Emslie. With a dedication to the sport like no other, "Steady Hands" has the precision of a surgeon and the effortless artistry of a young Bob Ross. Not to be overlooked, however, was Russ "T-Knife" Roberts with his savvy veteran presence, and relative rookie Michelle "The Ringer" Bell and her fearless carving approach.

Wes Wiebe and Ryan Evanoff carving the award-winning pumpkin.

With the 2010 Olympic Games established as the carving theme, teams took to their respective tables. An attempt at upholding a level of fairness was arguably reached as Martin Sills, from the Ministry of Agriculture and Lands, donned the zebra stripped jersey to act as guest referee and judge.

Once the opening whistle blew, the action was fast and furious. Multiple carving stylistics and unique design elements were evidence of a world-class field and strict off-season training regimens.

With a 30-minute time limit, teams were pushed to their mental and physical capabilities carving out what they hoped to be the gourd of glory.

When the seeds settled, it was relative newcomer Ryan "Eagle Eye" Evanoff and his teammates who captured the attention of Referee Sills. The group's unique three-dimensional design of a ski jumper had a slight resemblance to famed Canadian Jean Luc Brassard and his golden iron horse split, circa the 1994 Winter Olympics, in Lillehammer, Norway.

Pumpkins carvers rose to the challenge of the 2010 Olympic theme.

While the triumphant team celebrated their prestigious victory, rumblings of fixed judging spread amongst the other competitors like weeds in a pumpkin patch.

Shades of the infamous French judging scandal during the Salé and Pelletier skate of the 2002 Winter Olympics in Salt Lake City were evident.

Since the competition, a judging appeal has been sent to the International Pumpkin Carving Committee and a ruling is still pending.

Until then the athletes have returned to their respective homes to train for what will no doubt be an exciting 2010 Cariboo District Pumpkin Carving Competition and a chance at redemption. ♦

Olympic Snapshots

Administrative Coordinator Shery Owen poses with a torch-bearing athlete, in Victoria, Oct. 30.

Celebrants at the Torch Light Up Party, in Victoria, Oct. 30. Back: Greg Gilks, Jason Williams, Shanna Mason, Laura Coward, Jerry Froese and Tracy Houser. Front: Dianne Froese and Nancy Merston.

Post It Note Starts Big Move Rolling

Submitted by Stewart Miller, Area Manager

It is 3:05 a.m., Nov. 30, and as I turn around at the Monte Creek interchange, on the Trans-Canada Highway east of Kamloops, my participation in an exceptional move is coming to an end.

It all started with a "Post It" note placed on my desk on Nov. 19, with a message to call Clarence Zuk about a move. Through my conversation with Clarence, I discovered he was a project manager for Mammoet Canada Western Ltd., out of Edmonton. According to their website, Mammoet is an international company based out of the Netherlands made up of "worldwide specialists in heavy lifting and transport."

Clarence said he was concerned that winter was fast approaching along the route that Mammoet was planning to use to move a load to the Revelstoke Dam. The load was the central portion of a thrust bracket to be used in the construction of the dam's Unit 5 power generating unit.

The load, the trailer carrying it, and the vehicles used to move it, together weighed in at 202,580 kilograms. It was 6.3 metres wide and was to be transported on a 100-wheel trailer. Including the tractor pull and push units, the trailer measured over 63 metres in length. Typically, transport trucks with their loads, are no longer than 25 to 26 metres.

Now, if you do the math, 6.3 metres is an extremely wide load, considering a typical two-lane highway is only 7.3 metres wide. Although this is not the widest or heaviest load to travel our highways, it did have its challenges.

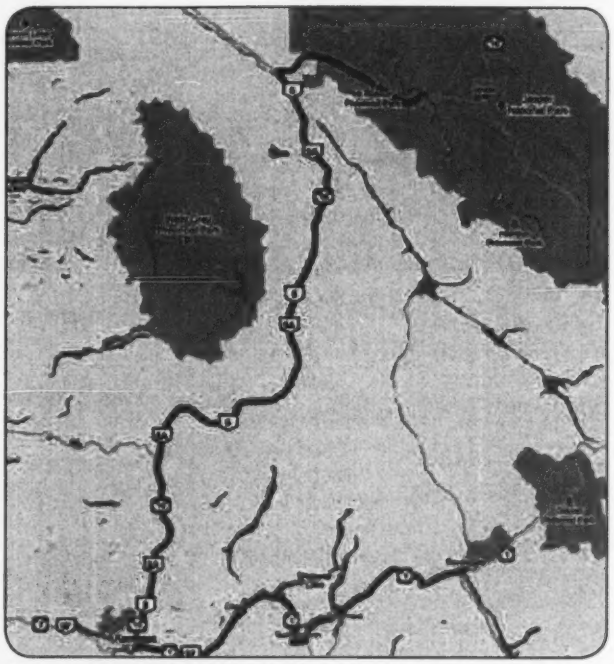
Up to this point in time, employees in the ministry, who work in districts along the proposed route, did not feel comfortable about the traffic plan that was going to be used for the move. A solution was required to address the concerns of the ministry and move the load safely before any major winter weather.

As with many projects this ministry undertakes, a creative solution was found to get this move on its way. After a schedule change, the move was set for Nov. 28 through to Dec. 1. Hours of travel were restricted by permit to between 12:01 and 5:00 a.m.

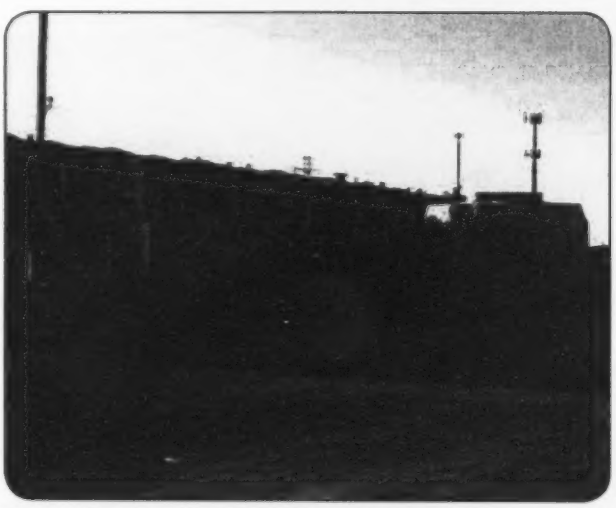
Three pilot vehicles were designated for control in front of the load, with two pilot vehicles controlling the rear. A Mammoet supervisor was to travel five to 10 kilometres ahead of the load to coordinate traffic control along the route.

The first night, the load was moved west from the B.C.-Alberta border along Highway 16 to Tete Jaune, then south on Highway 5 Yellowhead to Chappel Creek (about 32 kilometres north of Blue River).

Due to the snow storm encountered, the move fell short by 55 kilometres of its first night destination of Messiter Summit.



The journey began at the Alberta border, moving along Highways 16, 5 and 1, finally arriving at Revelstoke five days later.



The grey cylindrical thrust bracket being loaded for its journey.

The load was accompanied by District Operations Manager Ron Marshall and Commercial Transport Inspector Eric Ruotsalainen, who works in the ministry's Fort George District.

The weather improved on the second night, and with the support of maintenance crews from Lakes District Maintenance (Robson Division), and Argo Road Maintenance (Thompson), Highway 5 was kept in great shape, allowing the load to move to Barriere. Thompson-Nicola District representatives – Senior Area Vehicle Inspector Don McKimmie and I – travelled this portion of the move.

Night three was more challenging, as the load would have to manoeuvre through some counter flow actions, to travel through Kamloops and bypass some bridge structures.

The first counter flow movement, was to move eastbound in the westbound exit lane to Highway 5 north, to access Highway 1 east.

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Post It Note Starts Big Move Rolling

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Then the load switched back to the proper east bound lanes, travelled east 6.5 kilometres, and switched to the westbound lanes for four kilometres, crossing over traffic islands. Then it returned back onto the Highway 1 eastbound lanes. High Country Flagging Services supplied additional traffic control on Highway 1.

A snowstorm prevented the load from reaching its desired destination for the first night.

All counter flow actions were complete but there was one more detour, which took the move down Dallas Drive, in Kamloops, and then to Hook Road and back onto Highway 1. From there, the load travelled east, to Monte Creek.

This is where I left the move. Weigh Scale Supervisor Bart Chenuz and Commercial Transport Inspector Wayne Ronald (also from the Thompson Nicola District) continued on to Sorrento to finish the night.

The move was now only 16 kilometres short of its planned destination for that night, stopping just west of Salmon Arm.

Area Manager Peter Gooch and Commercial Transport Inspector Charlie Briskham from the Okanagan-Shuswap District followed the move through Salmon Arm, Sicamous, Malakwa and well into the Rocky Mountain District, on the fourth night. It was decided that due to the time required to cross the remaining bridges, the move would take an additional night to ensure completion within the permit's specified travel times.

The move was completed on the fifth night, with Operations Manager Art McClean and Ernie Krauss from the Rocky Mountain District taking it to the junction of Highway 23 in Revelstoke. HMC Services did a great job pre-treating the highway earlier in the day and had a maintenance truck travel with the move. Zone Traffic Control managed the closure and staging of traffic.

At Pat Road, the load crossed over traffic islands, so it could continue travelling east, in the westbound lanes.

As I look back on this experience, there were a lot of people who contributed to the success of this move such as Shawn Grant, our Regional Traffic Engineer, in the Southern Interior Region.

I now have a better understanding of what the pilot car operators do to protect the travellers, and those associated with the move. They were key to the success of this move, along with the driving skills of the truck driver and route reconnaissance by the Mammoet supervisor.

Commercial Vehicle Safety Enforcement staff with their presence, kept those involved with the move safe by ensuring that vehicles were compliant with the traffic controls in place. ♦

What's the Deal with Computer Security?!

Submitted by Rick Stangeland, A/Manager, Technical Services and Security

Do you think your work computer is too locked-down from a security perspective? Do you ever wonder why government information security policies seem so restrictive?

One of our ministry's business units recently raised a question about the seemingly over-restrictive nature of a government-wide information security policy – in this case, a policy which required administrative rights (unavailable to most of us) to install software on their workstation computers. In providing an answer to the business unit, it became apparent that many ministry staff may have similar questions. As a result, this article has been written to demystify why we do information security, the way we do, in the B.C. government.

We'll start with a high-level look at why information security is important and then reveal how this applies to the administrative rights policy mentioned above. For every rule, there's an exception, so we'll also examine how we get specialized ministry work done while respecting corporately-mandated policy. Finally, for those of you with an insatiable appetite for information security theory, you'll be given several options for further reading on the topic.

Continued on Page 10...

What's the Deal with Computer Security?!

...Continued from Page 9

Why is information security important?

Protection of information assets is the primary goal of information security. This includes practicing safe computing behaviours to reduce theft, and loss or misuse of government information assets. A breach in information security or loss of data can have serious consequences, depending on the sensitivity and value of the information and the extent of the breach. The consequences can include:

- disclosure of personal information,
- interruption in government's ability to deliver services,
- financial losses related to correcting the situation,
- threats to public safety or individuals' health and well-being,
- legal actions, and
- erosion of public trust in the government.

While some employees might feel "locked out" by being unable to install software, malicious code can easily creep into a computer without security restrictions.

Yeah, great! So, why can't I just install the software I want on my computer?

Government desktop and laptop computers are locked down for two primary reasons: 1) operational efficiency, and 2) information security.

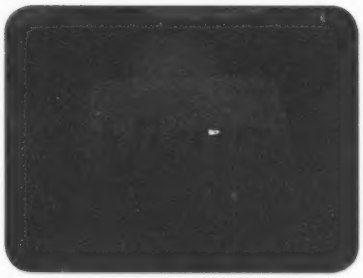
From an operational perspective, Workplace Technology Systems has a mandate to manage and support the 30,000 desktop and laptop computers used in the B.C. government.

The only way the company can cost effectively manage this many computers is through centralized management and control. That means the vast majority of the B.C. government's 30,000 computer users do not have the ability to install software or change the security configurations of their government-issued desktop or laptop units. A similar reality exists in all large public and private sector organizations.

From an information security perspective, enabling employees to install software on their workstation computers is not done, because this practice would put the provincial government at high risk for its computers to be infected with malicious code.

Malicious code can include computer viruses, worms, Trojan horses, rootkits, spyware and other unwanted software. In days gone by, malicious code was commonly the work of cyber-vandals. It was a source of frustration for corporate and personal computer users because it was primarily used to disrupt work. Today, malicious code is also used by organized crime, to steal confidential or sensitive information. With this data they can conduct identity theft, credit card fraud and numerous other sophisticated criminal activities. Needless to say, we don't want malicious code to find its way onto any government computers, regardless of the intent.

Now, you may be thinking, "What's the big deal? I'm a professional, and I would never install malicious code on my computer!" That's part of the problem with malicious code – you don't have to do anything more than open a bad email or go to a corrupted website to infect a computer that's not locked-down. Malicious code infections occur without your consent and most often without your knowledge. They can go undetected long after they have caused severe and irreparable damage.



Viruses, worms and spyware can be used by organized crime to steal confidential or sensitive information.

What about anti-virus software? Doesn't that protect me from malicious code?

Good question! Anti-virus software is still considered essential to providing a good defence against malicious code. However, today's cyber-threats are so sophisticated and advancing so rapidly that anti-virus software is only part of a complete information security strategy.

To protect against threats the anti-virus companies don't know about yet, or haven't had time to respond to, today's laptops and desktop computers require additional protection measures, and limiting access to administrative rights is part of the overall protection strategy.

Nice policy – seems to make sense, but how do we get our ministry's work done?

By now you must be wondering how line-of-business software, like the AutoCAD design systems used by engineering staff, get approved and distributed. There is a process for that, and it starts with sending a request to the Information Management Branch Line-of-Business Support mailbox. Each request will have its own unique security and operational nuances, and the branch's client services staff will assess requests based on security, cost-effectiveness and sustainability.

Further Reading

To gain a better understanding of a broad range of government information security topics, please visit the Information Security Policy Summary page on the Government Chief Information Officer's web site. The summaries are written in plain language and address a wide range of information security subject matter. If you should find yourself looking for more detailed reading, refer to the Information Security Policy or Chapter 12 of the Core Policy and Procedure Manual.

Happy and safe computing! ♦

Rescue at Fang Mountain

Submitted by Terry Deacon, Senior Supervising Area Vehicle Inspector

On Oct. 17, four members of the Prince George Alpine Club set out to explore the caves on Fang Mountain, located about 100 kilometres northeast of Prince George. Fang Caves are renowned among spelunking circles, as they are the tenth longest caves in North America, and are among the deepest. The cave's entrance is almost at the peak of Fang Mountain – an arduous hike.

One of the cavers was Val Hunsaker, an Area Vehicle Inspector with Commercial Vehicle Safety Enforcement, based out of the Fort George District. With him was John Huybers, a fellow outdoorsman and public servant. John is an Operations Manager with the Ministry of Forests and Range in the Prince George district office.

The caving expedition went well, as the team explored downward, deep into the large central cavern. It wasn't until the climbers started to ascend out of the cave that disaster struck. Val, being the youngest of the team, offered to be the last man out. He collected the clamps and pitons the team had used in their descent. Cavers often climb out in pairs, leapfrogging their way out, as to not put too big a strain on the climbing ropes. Val's partner, John, climbed to a ledge partway up the shaft and Val had just started his ascent to join him.

Val Hunsaker helped care for and rescue fellow outdoorsman and public servant John Huybers.

Suddenly Val heard a huge bang. He found himself being pelted with rocks, and falling three metres back onto the cave floor. He heard John cry out in pain, and then the words, "I am dead," and some gurgling breaths. After that, there was nothing more.

As quickly and as safely as he could, Val climbed to the ledge to find his partner crushed under a chunk of rock that had broken free of the wall. The rock weighed about 500 kilograms and John was buried under it and many smaller rocks. Val quickly called to one of his team mates, Frank Spears, and they somehow managed to get that massive boulder off the injured climber. Once John was free of the rock, they could see that he was very seriously hurt and not breathing.

Val and Frank laid John out on the ledge (the ledge was five feet around and John is six feet, seven inches tall). They managed to get him breathing again and performed immediate first aid. They called to the fourth member of their group to get help. Fortunately, the team had taken a satellite phone with them, and there was a second group of cavers just preparing to descend into the cave. Prince George Search and Rescue and the Canadian Forces SAR Techs (search and rescue paramedics) were activated.

The entry into Fang Cave, where Val Hunsaker and his team were exploring a section called, "The Corkscrew."

Val and Tamerra Kosta, a member of the second group, spent the next nine hours in the cave with John, performing first aid.

They packed warm clothing around him, and using a thermos cup, they bailed away the icy water that kept pooling around John. They also did their best to comfort him. The cave was in total darkness and the only light they had was from their helmet lamps.

Up above, rescue efforts were being coordinated. Due to the terrain, and the tight and twisted contours of the tunnel, it took the combined efforts of the cavers and search and rescue teams several hours to get to the injured man and then lift him up out of the cave.

Once they reached the cave's mouth, there were more than 50 rescuers to assist with getting the stretcher basket down the mountain. Most of this was done by passing the basket hand to hand and leg to leg to lower it. A four-man SAR Tech team from Canadian Forces Base Comox parachuted in at 1 a.m., and met the group descending the mountain.

They coordinated the first aid and the airlift of the injured man, to Prince George Regional Hospital. At 3 a.m., an armed forces helicopter hovered over a boulder patch (the only flat surface available) and the injured man was winched up for transport.

Because Val had the presence of mind to keep detailed notes of John's condition and injuries, he was also winched up to the helicopter (an experience he does not recommend to the faint of heart!) Val was transported to the hospital, to give a first-hand report to the doctors.

In all, John Huybers suffered nine broken ribs, broken collarbones on both the right and left sides, a broken right shoulder, and had one finger crushed. I am happy to report he is well on his way to recovery.

There is no doubt in anyone's mind that if it weren't for the efforts of Val, and his fellow cavers, that John Huybers would not be alive today. I am very pleased to have Val Hunsaker as a co-worker and friend. ♦

Ministry of Transportation and Infrastructure

Climate Action Program

Join in on the Green Team Forums!

Submitted by Maggie Malek, Research Officer

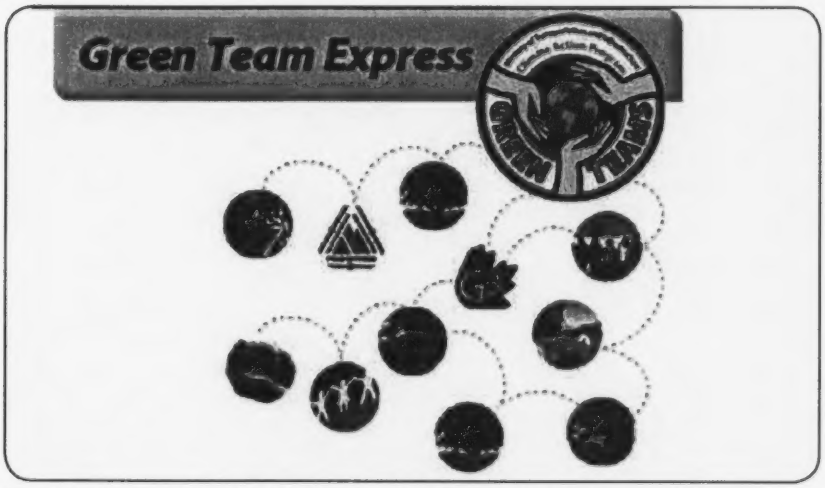
On Dec. 16, the first ministry Green Team Forum was held via Live Meeting, connecting Green Team members from across the province, right from the comfort of their desks.

The Ministry of Transportation and Infrastructure Green Team Forum, a quarterly Live Meeting, brings together Green Teams from all over B.C., in a time and cost effective manner, to collaborate on events, share success stories and challenges, and to work directly with the Climate Action Program toward carbon neutrality.

At the meeting, Green Team members got a chance to see and hear members of the Climate Action Program via video, introduce themselves to other teams across the province, and learn how they're assisting in fulfilling the goals outlined in the ministry's Carbon Neutral Action Plan. As one of the major goals of the plan is to reduce business travel-related emissions, using Live Meeting for the forum contributed to meeting that goal.

The Live Meeting technology eliminated the need for travel to Victoria, from such places as Fort St. John, Prince George, Kamloops and Nelson.

The next meeting is scheduled for March 2010, so hop onto the Climate Action Program's Intranet site for Green Teams to create a profile, join a team and find out more about what's going green across B.C. ♦



Green teams from across the ministry joined the Green Team Express via Live Meeting

Top 4 Reasons to use Live Meeting

1 Travel less.

Communicating and collaborating online and in real time means you don't need to leave your desk to conduct effective meetings with others. Save time and money by meeting online and avoid all the hassles of business travel.

2 Increase productivity.

Spend your time wisely by avoiding trips to and from your meetings. You can meet more frequently with customers, colleagues, and business partners, with no downtime, thereby increasing your business output.

3 Save money.

By conducting online meetings, training and events, Live Meeting allows for personal interaction without the cost of conducting business face-to-face.

4 Save time.

A customizable meeting environment and remote attendance flexibility ensure an efficient user experience, effective collaboration, and focus on the meeting content.

Olympic Rings are Carbon Neutral

Submitted by Maggie Mallek, Research Officer

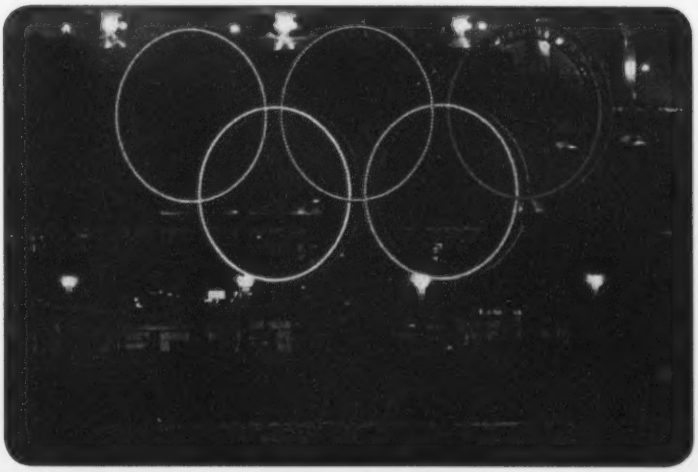
Reducing the carbon footprint of the 2010 Olympic Winter Games is part of the Vancouver Organizing Committee's vision of, "A stronger Canada whose spirit is raised by its passion for sport, culture and sustainability."

As such, the 15-metre tall Olympic Rings that are illuminated on a barge in Vancouver's Burrard Inlet, exhibit that commitment. The rings have been displayed at the inlet, since Nov. 4.

Not only are the rings designed using 20,000 low-energy LED light bulbs, they're also powered by a generator which is fuelled by biodiesel, a non-toxic and biodegradable fuel that is made from vegetable oils, waste cooking oil, animal fats or tall oil (a by-product from pulp and paper processing). Biodiesel produces fewer greenhouse gas emissions compared to conventional diesel or other fuels.

Further, based on the estimated use of 3,500 litres of biodiesel, 12 tonnes of carbon offsets were purchased from Offsetters, the official supplier of carbon offsets to the 2010 Vancouver Olympics, making these Olympic Rings carbon neutral. (For more information about Offsetters, visit: http://www.offsetters.ca/)

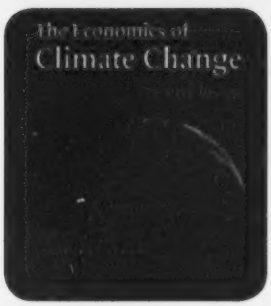
The Olympic Rings project displays B.C.'s leadership in environmental sustainability and our ministry's commitment to supporting that vision.



The Olympic Rings at Burrard Inlet have high-efficiency LED lights that use only 8.8 per cent as much energy as regular lights.

The energy-efficient, low-emission Olympic Rings were a project from the South Coast Region, with carbon offset funding provided by the Climate Action Program, in support of B.C.'s commitment to environmental sustainability. ♦

The Economics of Climate Change: The Stern Review



There is now clear scientific evidence that emissions from economic activity, particularly the burning of fossil fuels for energy, are causing changes to the earth's climate.

A sound understanding of the economics of climate change is needed in order to underpin an effective global response to this challenge.

The Economics of Climate Change: the Stern Review is an independent, rigorous and comprehensive analysis of the economic aspects of this crucial issue.

The work has been conducted and written by Sir Nicholas Stern, Head of the UK Government Economic Service, and a former Chief Economist of the World Bank. The Economics of Climate Change will be invaluable for all students of the economic and policy implications of climate change, and economists, scientists and policy makers involved in all aspects of climate change.

Borrow it today at http://gww.th.gov.bc.ca/cap/library.aspx ♦

People, Projects Captured on "sirTube" Videos

Submitted by Joey Alain, Regional Business Analyst

Following in the footsteps of a recent website launch, the Southern Interior Region has put together a small team to create fun and informative videos about ministry work, people and events. The duo of David Retzer and I, is called "Team sirTube."

We create, from beginning to end, professional-looking videos made entirely within the ministry – using our equipment, our software, our time, and our people. Team sirTube videos provide a glimpse into some of the work done by the ministry, and interesting takes on ideas and events going on in the region.

The videos create a connection between the work performed in offices, and the actual results that appear on the roads.

Additionally, the videos are used for educational purposes, and to create a wider awareness of the efforts of all ministry employees, that help make our province better.

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People, Projects Captured on "sirTube" Videos

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So far, sirTube has completed and released several videos, which can be found at the region's Intranet site at: http://gww.th.gov.bc.ca/SIR/index.aspx.

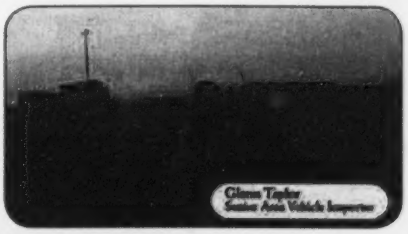
From beginning to end, each video takes approximately seven to 10 hours to complete. All field footage is shot by David.

Once captured, this footage is transferred to in-house computers where it's handed off to me, to edit and polish the final product. David and I agree that creating these videos captures the essence of groups, projects, events and people in our region.

It's amazing what a little music and narration can do!

We're really looking forward to making more videos, and we've got some great ideas that we're trying to get on film. Team sirTube is aiming to produce roughly one video per month. This work must be done at no cost.

Finding a computer that can do the graphical crunching necessary is sometimes difficult, but we've been able to use co-workers' computers while our colleagues are away. Despite the challenges, creating these videos is extremely rewarding.



A sirTube video about the work of Senior Area Vehicle Inspector Glenn Taylor.

Here's to many more videos to come! ♦

Champions, Spark Channel Innovation

Submitted by TRANsformation

"What's with all the talk about innovation lately? It's nothing new."

Very true; much like many innovative ideas, we are simply applying an existing idea or concept to a current situation to solve a problem or address a need.

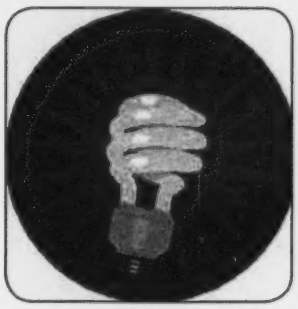
The Ministry of Transportation and Infrastructure has proven to be a very innovative ministry. There are hundreds of examples where employees have used new ideas or techniques and applied them to our work in order to solve a problem, reduce cost or improve services.

To name a few: recycle bins in rest areas, solar-panelled webcams, tarping of aggregate piles, using cable barrier, the LEEDS building in Kamloops, mix and match work schedules, supervisor training courses and creative ways of delivering projects with reduced resources.

There are a number of relatively new issues that the public service currently faces, including an aging work-force that will soon retire, resulting in loss of knowledge.

There's also the economic downturn which has resulted in reduced spending and increased workloads. The decision makers have turned to the employees to help develop viable solutions to these and other problems that affect our work and work environment on a day-to-day basis.

There are currently two main parts to the provincial government's approach to innovation: the popular Spark website and the work of a group of "Innovation Champions."



Long the symbol of a bright idea, the light bulb has become an energy-saving compact fluorescent bulb.

The creation of the Spark website has provided employees with a forum for online collaboration.

All levels of staff are posting, viewing, and commenting and voting on creative ideas about how things could be done differently, and for the better.

It's a chance for employees to take responsibility for their work environment and processes. And many have seized the opportunity. Despite being busier than ever, more than 600 ministry employees have signed up for and use Spark. That's the highest percentage of employee involvement, out of all ministries in the public service.

Innovation Champions have been appointed for each of the ministries within the public service. The champions play a broad role in promoting, encouraging and facilitating innovation. The concept has been promoted through informative presentations, "lunch and learns," promotional emails, and the *Road Runner*.

The other major function of an innovation champion is facilitating the innovation cycle: idea generation, selection, conversion/implementation and diffusion. The champions move employee's ideas forward, helping fast-track good ideas to implementation.

So remember those ideas, suggestions, questions, or issues that need solutions, and please check out the Spark website or speak to a ministry innovation champions with our TRANsformation group: Jacques Dupas, Kenedee Ludwar, Ian Donaldson, Paula Cousins, Jack Bennetto and Trent Folk. ♦

Flexible Schedules Embrace Work, Fitness and Family

Vicki Martin, District Services Manager and Team Balancing Act Member

We hear about it and talk about it all the time: work life vs. home life, and having a balance between the two. Not an easy feat to accomplish!

At times I have been asked about flexible schedules. "Can we make them work?" people want to know.

My answer is, "Absolutely!" Ask almost anyone who has a flexible schedule if it's good for morale, and they'll reply, "Absolutely!"

In an effort to facilitate this balance within the Finance and Administration Group, in the Okanagan Shuswap District, we have been creative and adopted some very flexible work schedules for those who want it...and it is working!

We have several different schedules in our small group of staff (there are five of us) in the Kelowna office.

One person works a regular seven-hour day, 8:30 a.m. to 4:30 p.m., five days a week. But to accommodate sport activities after work, on Tuesdays and Fridays, she takes a half hour lunch so that she can leave early and make it home before her activities start. (This employee commutes from Vernon to Kelowna every day).

Another staff member works a "true flex" schedule and this allows her to commute with her husband. They live 80 kilometres from Kelowna and due to her spouse's start time, the employee arrives at our office at 7:30 a.m. – earlier than the typical day begins.

This flexibility has saved the couple considerable money on vehicle expenses now that they only have one vehicle on the road instead of two, and as an added bonus has reduced their carbon footprint by almost half!

She manages her own start and finish times, while ensuring that she puts in her hours and there is always adequate coverage when she leaves. With this schedule, she is managing to maintain a typical earned time off schedule, and has every third Friday off.

Okanagan-Shuswap District's flexible, fit and happy Finance and Administration Group: Donalda Ritchie, Gayle Keefe (displaying her gym-honed bicep), Vicki Martin and Tammy Kuffner.

And then we have three colleagues who work various earned time off schedules, taking every third Friday or Monday off, with one staff member also fitting in a health/wellness aspect.

On Monday, Wednesday and Fridays, she works from 8 a.m. to 4 p.m. and takes a half hour lunch.

This gives her the opportunity to get to the gym a half hour earlier. She arrives ahead of the crowd, gets the machines that she wants, and says that during the workout she rids herself of daily stresses, while also feeling healthier and more energetic.

Having all these different work schedules in such a small group, and still maintaining adequate staffing during core hours of operation isn't always easy, but with the co-operation and teamwork of those involved, it is possible.

For more information, and forms and tools for flexible work options see: https://employee.gov.bc.ca/src/sections.cfm?sectionID=539 ♦

Becoming a COO – Dave Byng's Career Path

Submitted by EAF Team Road to Opportunity

What motivated you to move into your current position of Chief Operating Officer?

I love the work. I've been in Transportation most of my life, and when I was offered the opportunity to work with this organization as it delivers the biggest and most critical infrastructure program in the history of the province, I couldn't pass it up.

What positon did you hold before your current positon?

I was the Associate Deputy Minister for the Public Service Agency.

What interests, actions and/or previous positons led you to this line of work?

My whole career has been oriented to it.

What type of education do you have, and how does it apply to your present postion?

I have an MA in Leadership from Royal Roads University, and post-grad certificates in Advanced Project Management (from Stanford) and Intercultural Relations (from UBC).

What formal or informal education would you recommend to employees if they are interested in the type of position you have?

There are a variety of paths that could lead here. In this ministry, of course, engineering is helpful, but accounting or financial management, project management, business (such as an MBA) are also important. Education is just a small part. Experience and accomplishments are much more significant.

What could an applicant for this type of postion do to improve their understanding of the position?

Spend time in another executive level position.

What skills and traits do you possess that are helpful in this position?

I like people. I have a willingness to serve others, and I'm able to build and foster the relationships that are essential to success. I also think the "can do" spirit our ministry culture is renown for helps!

For more career profiles see http://gww.th.gov.bc.ca/eaf/csi/profiles.asp.♦

The Hiring Centre and You

Submitted by Laird McLachlin, EAF Staffing for the Future Team

EAF correspondent Laird McLachlin asks the questions you want to know!

A recent interview with the Hiring Centre's Director Anne Richmond, and Recruiting Services Manager David McCoy, explains how hiring has changed and what managers and employees can expect, moving forward.

So, why the change and what's the difference?

Before determining that a new, consolidated Hiring Centre was the best model for the B.C. Public Service, the BC Public Service Agency looked at successful hiring practices being used locally, nationally and internationally.

The reasons to move to a central hiring agency included cost savings, opportunities to improve service, feedback from a working committee and input from hiring managers.

In particular, the agency felt a consolidated service could support more consistent hiring practices, reduced hiring times and streamlining of application processes.

With this approach, we'll live up to the BC Public Service's brand promise of one employer, one employee experience, one set of values.

As an employee, what should I expect?

The BC Public Service Agency has taken what it learned through the Opportunities and Skills Database and now built something better. An enhanced skills-matching system managed centrally by the agency is being created to allow you access not only to lateral opportunities, but to promotional opportunities as well. In the meantime, internal job postings can be found on a new website which you can access through @Work or @Your Service. Check it out as your next career opportunity might already be posted!

Anne Richmond and Dave McCoy of the Hiring Centre explain the new consolidated service to EAF member Laird McLachlin.

Continued on Page 17...

The Hiring Centre and You

...Continued from Page 16

As a hiring supervisor, what should I expect?

The Hiring Centre employs professional recruiters who specialize in the various employment streams found throughout government. When you need to fill a position, let the Hiring Centre know and you will then be contacted by one of their recruiters. You, as a supervisor, know the position required and the needs of the business unit, while the recruiter is the recruitment expert who will manage the administrative side of the competition. Together, you will create a comprehensive hiring plan that will ensure the right candidate is found for the job. The supervisor will still make the final decision on who to hire, but they will have the support of the Hiring Consultant every step of the way.

There are now four easy steps to recruitment, further outlined at https://employee.gov.bc.ca/src/sections.cfm?sectionID=640

1. Ready to recruit – the supervisor needs to hire and has approval to do so.
2. The Hiring Centre works with the manager to create a hiring plan, and identify what kind of recruitment tools will be used.
3. The competition closes and the Hiring Centre sends information back to the supervisor, based on the criteria determined in the hiring plan.
4. The supervisor makes the offer!

So, there's something new coming soon?

In the coming months, the Hiring Centre will have pre-screened applicants for administrative positions, which will greatly reduce hiring times. Applicants will be pre-qualified and go into a pool, and when a supervisor needs to fill a position at that classification, the Hiring Centre will send them three pre-screened candidates. The manager will simply interview each person for fit within the business unit, and then make a decision.

Donna Singh, Senior Recruiting Consultant, is one of the Hiring Centre staff who assists supervisors.

Great information for everyone

From the @Your Service page at https://employee.gov.bc.ca/ click on the Hiring Centre (middle picture of the man in the lab coat) for lots of great tools to help employees with their career path and supervisors with the hiring process.

It's time to take charge of your career and make 2010 a year to remember! ♦

Do You Know?

FACTS ABOUT
PAYMENTS

Brought to you by the EAF's Team Appreciation

Employee shall be granted the necessary leave of absence with pay for the purpose of donating bone marrow or an organ.

Fourteenth Master Agreement (BCGEU), 2006 "Donor Leave" 20.15

Mentoring Moment– Support Growth*

Brought to you by the EAF's Road to Opportunity Team

Five steps you take can support your employee's career development.

1. Know their talents – help them to think more deeply about their unique skills, interests and values.

2. Offer your perspective – have them reflect on their reputation, feedback from others and areas they need to develop in. Your feedback is critical.

3. Discuss trends – help staff consider options and possible shifts in organizational need.

4. Discover multiple options – offer choices for employees to analyze and consider.

5. Co-design an action plan – determine possibilities, identify obstacles to each path, brainstorm around obstacles, develop plan for each path.

* From: Love 'em Or Lose 'em: Getting Good People to Stay, by Beverly Kaye and Sharon Jordan-Evans. Berrett-Koehler Publishers, Inc., 2008

Courage in the Face of Paralyzing Fear!

Submitted by Tracy Houser, Project Manager

Debbie O'Brien, conquered her fear and organized a four-hour Live Meeting session.

Gee there is no "T" in courage! But if you ask Debbie O'Brien Senior District Development Technician, in the Vancouver Island District, she would say she was TERRIFIED.

Why? Because as a Team Lead for the Employee Advisory Forum she was recently asked to host a gathering with her Team Balancing Act team members from across the province, using Live Meeting.

For some people, leading a group in a meeting is already challenging enough, but to facilitate a four-hour session using technology you have never seen before (let alone used)?

Well that might rate right up there with cliff diving, going to the dentist or handling a live snake!

Instead of cringing in the corner, or dodging the responsibility by passing it to someone more technically literate or comfortable, Debbie took a breath and stepped up.

C is for communicating the date, time and conference call information (i.e. sending the Live Meeting invitation to all meeting participants/team members).

O is for organizing her thoughts in advance to develop the agenda for the meeting.

U is for undertaking self-directed learning of the PowerPoint program and office communicator.

R is for recognizing she needed help and finding a colleague to coach her in the new technology.

A is for accepting responsibility and scheduling Live Meeting practice sessions.

G is for "Getting it Done!" complete with using polls, the whiteboard, and sharing her desktop.

E is for "Excellent Action Plans"– recent Executive feedback given to Team Balancing Act.

What surprised her? "That I could do it. It actually worked!"

What will she do next? "Share the idea with my colleagues in the district office. We may use this technology to facilitate a province-wide meeting of all the development technicians."

Cliff diving and planning a meeting using new technology both take courage.

What advice does she have for others?

"If I can do it, anyone can do it. Give it a try – there are lots of tools in Live Meeting. Like anything, the more you practice, the better you get." ♦

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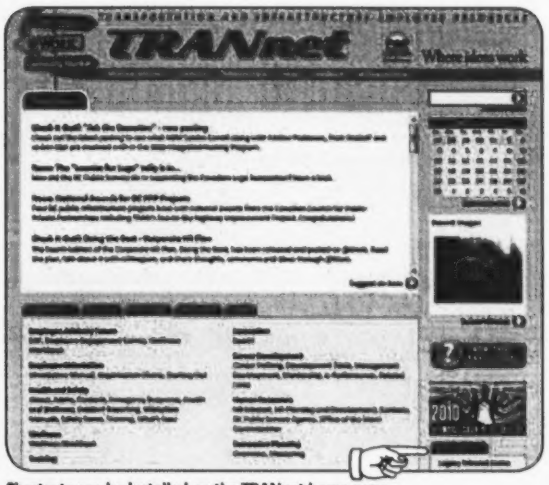
TRANnet Offers Employee News, Resources

Submitted by Ken Nash, EAF Communications Team Member and Area Manager

Congratulations! You have been selected to receive every Ministry of Transportation and Infrastructure employee resource you need! Please proceed to http://gww.th.gov.bc.ca/trannet/index.aspx to claim your prize.

Interested in the Climate Action Program? How about travel accommodation listings, Employee Self Service, or i-expenses?

Then there's ferry schedules and Spark! I could keep going, or you could visit the website itself right now, and I wouldn't be offended if you stopped reading. Or, you could finish the rest of the *Road Runner*, and then visit the website.



Shortcuts can be installed on the TRANnet home page.

Not only does TRANnet offer a wealth of links, it also highlights TRANnews – regular updates on our ministry, specifically geared to employee-focused information.

Also, for an unlimited time, TRANnet features customizable shortcuts.

Put your most used internal or external links in an easy access location, by clicking "manage" in the "my shortcuts" box, and add away!

You can also contribute to TRANnet... Ask questions directly to the executive! Add a ministry happening to the events calendar! Submit your favourite photos!

Join the rest of the Ministry of Transportation and Infrastructure at TRANnet!

Employees Track Career Paths on EAF Intranet

Catherine Deol and Dave Shibata have made some unusual moves as they have travelled their career paths within the Ministry of Transportation and Infrastructure.

Regional Project Manager Catherine Deol

Project Technician Dave Shibata

Find out about Dave's transition from IT Systems Regional Technician to Project Technician, and Catherine's efforts which led her from being District Clerk to Regional Project Manager, at *http://gww.th.gov.bc.ca/eaf/csi/profiles.asp*.

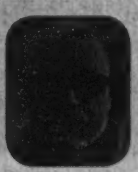
There, Catherine and Dave share their perspectives on how to move forward to new positions, what they like about their jobs and where they want to go next. ♦

Common Ground Links Employees at TRANnet

What do these two men have in common?

Hint: They both move on two wheels – one at up to 310 kilometres an hour – the other is planning a family trip with this mode of transportation.

Find out these and other fascinating facts, at: http://gww.th.gov.bc.ca/employee_profiles/index.aspx ♦



Holiday Treats

Santa Visits Headquarters

Santa Claus stopped by HQ, in Victoria in mid December, to check in on things. He was a popular visitor, and employees chatted with the VIP, to give him their requests and share seasonal greetings. This Santa goes by another name, but it was difficult to identify the ministry employee under the festive beard and belly. If you're stumped, see Page 26.

Region's Elves Were busy

Employees in the Southern Interior Regional office donated homemade items for a raffle gift basket to celebrate Christmas. One of Santa's most industrious elves, Crystal Chenier, presented the winnings. ♦

Crystal Chenier with raffle winner Ramona Shievink at the Southern Interior Regional office.

Santa, Strategic Human Resources Director Nancy Merston and Partnerships ADM Frank Blasetti.

Santa and Chief Bridge Engineer Kevin Baskin scan the Naughty and Nice List on Santa's Blackberry.

TRIM Challenge Goes Region Wide

Submitted by Deborah Wright, Senior District Clerk

After a successful Rocky Mountain District Total Records Information Management (TRIM) challenge earlier this year, the rest of the Sothern Interior Region couldn't wait to join the challengers. Thus began the Region 2 TRIM Challenge on Oct.19, with the final weigh-in on Nov.27. All districts and the regional office joined in, with each team naming a leader to assist with training of the inexperienced TRIMmers. They were:

Cariboo District Office - Sharon Beck

Thompson Nicola District - Joanne Harder/ Pamela Grosjean/Roxanne Lorette

West Kootenay District - Catherine Littlewood/ Heather Syfchuk/Carol Woykin

Okanagan Shuswap District - Gayle Keefe

Rocky Mountain District - Deb Wright/Janine Muri/Debbie Munroe

Corporate Services - Gail Duffy

It soon became apparent that this friendly little rivalry was anything but, as teams began TRIMming and trying to figure out ways to outdo each other. (Some of us call that old fashioned cheating!) Each district weighed in their results every two weeks to Deb Wright in the Rocky Mountain District's Cranbrook office. Deb compiled the statistics, sending them out to all, so they could work on motivating their teams. The race was on, as no one wanted to be "The Biggest Loser."

Not long into the challenge, it became apparent that the district to beat was the West Kootenay Team, as midway into the competition they weighed in at 11,485 documents and folders that had been through the TRIM process.

The final results are as follows:

The winners – West Kootenay Team with a total of 16,719 documents and folders stored in TRIM – Nice work!

2nd Place – Okanagan-Shuswap – 5,127

3rd Place – Cariboo – 3,299

4th Place – Rocky Mountain District – 2,623

5th Place – Corporate Services – 2,088

6th Place – Thompson-Nicola – 1,528

Congratulations to the West Kootenay District! Your prize will be determined by your manager, and yes, you have now been named the winner, in this Roadrunner. However, some of us know exactly who the "Biggest Loser" award should go to!

Thank you to everyone who participated. If nothing else, I hope this challenge turned some TRIM skeptics into TRIM users.

This is a very powerful and useful tool, and if used properly and consistently, it is a highly effective way to keep and maintain our government records, now and in the future. ♦

Lean, Green Service Offered by BC Mail

Submitted by by Angela Nicolle, Administrative Assistant

Recently a few administrative colleagues in the ministry and I had the opportunity to take a tour of the BC Mail Plus main facility, in Victoria.

BC Mail is a secure facility that prints, prepares and distributes mail efficiently and on time. BC Mail Plus services are proven reliable, secure and are focussed on providing a more "green" carbon footprint for the environment.

The facility tour was surprisingly interesting as well as beneficial as we learned about how BC Mail Plus handles mail for the provincial government as well as other public sector organizations. We also saw firsthand the additional services BC Mail Plus offers.

In some cases these services can lead to substantial savings along with added value. BC Mail Plus has contracts with an assortment of couriers and receives substantial volume discounts. The savings are passed onto their BC Mail clients, such as us. The added value aspect for administration is the invoice and waybills are consolidated and managed by BC Mail Plus. This means less paperwork for us.

The internal house mail distribution system serves 95 communities daily across B.C. House mail provides customers with the options of regular mail, rush only, trace only, and rush and trace.

The saving in the house mail system stems from the blended rate for parcels and packages, which is less expensive than Canada Post. The added value is in quicker turnaround for government to government office deliveries within the house mail system, particularly within local areas. In some cases, turnarounds can be as fast as a half day.

I will be encouraging the use of BC Mail Plus in my branch, as an alternative to couriers, knowing that this system is just as fast (sometimes faster) and less expensive. Plus, this means we'll have more time to focus on priority tasks at hand.

For more information, see: http://www.pss.gov.bc.ca/bcmp/home.html ♦

Become a Buddy for a New Employee

Submitted by Josie Jones, Business Coordinator

In this case, being a buddy means accompanying a government "newbie" through a formal Oath of Employment ceremony, as part of a public service orientation for new employees.

These sessions are held across the province on a regular basis. When I saw the notice to be a Buddy on the @Work site, I checked it out (sounded like fun) and signed up!

Having committed to being an official Buddy, I began to reflect on some of the experiences I'd had during my 19 plus years of public service.

Several highlights came to mind...throwing a ball which released a mechanism to dunk an Assistant Deputy Minister into a tub of water (a fundraiser); visiting the almost-finished W.R. Bennett Bridge; being part of the team that concluded the Nisga'a Treaty; and flying north to visit the Tsay Keh Dene First Nation's traditional territory. These memorable events will stay with me forever.

And then there are the people I've worked with over the years. As Tracy Cooper mentioned in his farewell message, "No one accomplishes anything alone." It's the people who make the journey worthwhile.

Getting back to my "Buddy" role, I was matched with two new employees and I joined them at the oath ceremony, not quite knowing what to expect.

I was asked to stand alongside them as they swore their oath. A feeling of pride crept over me as I said the words contained in the oath.

I felt glad I was their Buddy and I was able to share two hours of my day, as well as my work/life experiences with the two new employees.

Josie Jones (centre) with her new buddies Denise Grady (left) and Chris Biantoro, (right) at an Oath of Employment Ceremony, in Victoria.

It was a bit like a wedding, when you are actually reminded about what a wedding means.

I too, renewed my commitment to the Public Service to, "Loyally serve the people of British Columbia through their democratically elected government ...and to the best of my ability, act with integrity putting the interests of the public and the public service above my own personal interest..."

I'd like to thank the new employees for the opportunity to renew my oath, and to introduce them to you. Denise Grady and Chris Biantoro are both from the Ministry of Health Services. Way to go guys!

If you would like to be a Buddy, check out the website: https://gww.gov.bc.ca/hr/buddy/ ♦

"Have a Nice Day" (Nelson) Adopts a Highway

Submitted by Robbie Kalabis, Project Technician - TELP

On Oct. 29, nine volunteers from the ministry office in Nelson started beautification of one of the most scenic pieces of highway in the province – a three-kilometre section of Highway 3A, along Kootenay Lake.

It was an ominous, cool and spooky late afternoon, obscured with swirling mist, when the group set out after work. Their eyes were lit up with the thought of bettering this wonderfully curvaceous, lakefront stretch of public space.

They were adorned with warm rain jackets, gloves and toques, proudly embodying the emphatic words "Adopt a Highway."

With bright orange garbage bags in hand, and the spirit of community, stewardship and goodwill in their hearts, the team of volunteers brightened up the highway by way of their reflective vests and the removal of rubbish from the roadside, embankment and ditch.

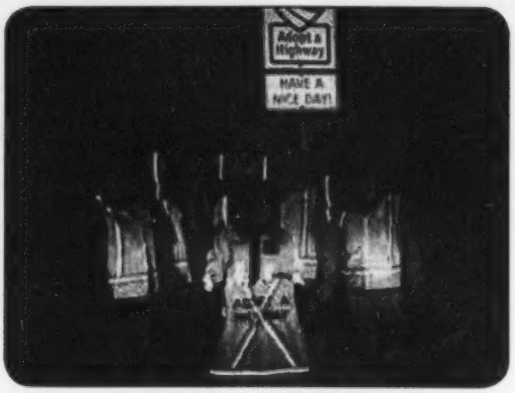
They schemed and they chatted about mechanical garbage grabbers, and future events that would include noxious weed removal and barbeques on the beach. Even the idea of a gift shop filled with roadside souvenirs was joked about, after finding a myriad of objects such as a hub cap, pool noodle, golf hat, ball, signal light and more oddments.

It ended with smiles and a feeling of greatness. They gathered together and smiled by their sign, in hopes of inspiring a change in the times.

The champion's goal of this simple endeavour is for the adoption of our highways, to help bring us together.

From Castlegar through Nelson and on to Balfour, one day this highway will be a little bit more like an extension of our homes and where we like to be. So, band with your colleagues, friends and family and take the lead!

Adopt a piece of highway near you and encourage others to do the same! ♦



Ministry volunteers with their chosen adopter's name of "Have a Nice Day" (back row): Darrell Gunn, Robbie Kalabis, Glenn Olleck; (middle row): Lisa Canfield, Susan Pearson, Heather Syfchuck, Catherine Littlewood; (front): Rajeeta Bains. The photo was taken by team member Teresa Olleck.

Transfer of Knowledge Pictured

Submitted by Crystal Chenier, Secretary

This photo shows a field inspection, conducted to define the scope of a resurfacing project on Highway 97, from Skaha Lake Bridge to Fairway Avenue, in Penticton.

Resurfacing Program Manager Jason Jackson, who has more than 25 years of experience, explains pavement distress.

Project Information Officer Dave Retzer takes in the situation from a safety evaluation perspective.

Project Technician Sara Duggan is gathering the information for a scope statement.

First DM Award for Environmental Stewardship Presented

Submitted by Marni Fedoruk, Project Analyst

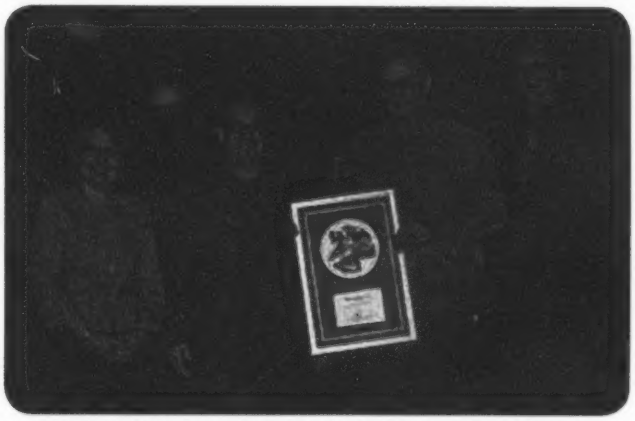
Congratulations go to Dawson Construction Ltd. who won the first annual Deputy Minister's Award for Leadership in Environmental Stewardship.

This award will be presented annually by the ministry, to a deserving member of the BC Roadbuilders Association based on leadership, innovation and excellence in environmental management.

Dawson led the pack this year with their innovative approach to the reduction of greenhouse gas emissions, a leading cause of climate change. Dawson has implemented an idle reduction policy, and utilizes idle reduction devices on their vehicles which turn the engine off after it has idled for five minutes.

Dawson has also retrofitted the engines of seven of their vehicles with inter chargers. These devices reduce emissions and extend engine life. Dawson has achieved an impressive hourly fuel saving of 12 to 15 per cent, per hour, and the associated reduction of emissions.

Well done Dawson Construction Ltd.! ♦



Transportation and Infrastructure Minister Shirley Bond (left) and Deputy Minister Peter Milburn (right) with Dawson Construction's Owner Ian Dawson and Operations Manager Gord Procknow.

156th Street Underpass Wins Canadian Design-Build Award

Submitted by Jeff McConnell and Ed Storm, Partnerships Department

In September 2009, the recently completed 156th Street/Highway 1 Underpass Project, in Surrey, received the 2009 Award of Excellence from the Canadian Design-Build Institute.

The $21-million project involved upgrading and extending 156th Street under Highway 1, with room to accommodate future median high occupancy vehicle ramps, twin four-lane highway structures, relocation of utilities, and replacement of a culvert in a fish-bearing stream.

It was funded through a cost-sharing partnership between the Ministry of Transportation and Infrastructure and the City of Surrey.

The project was initialized in 2005, when the ministry's Partnerships Department and city officials started talking about the possibility of improving access across Highway 1, between the city's Fraser Heights neighbourhood and Guildford Town Centre. The Gateway Program was looking at interchange upgrades along this section of Highway 1, as part of its long-term plans.

Surrey wanted to expedite the work to help its residents. Peak hour back-ups from Vancouver-bound traffic entering Highway 1, at the 152nd and 160th Street interchanges, added 20 minutes to a five-minute crossing. The city was prepared to contribute funding, based on its share of benefits.

Continued on Page 24...

156th Street Underpass Wins Canadian Design-Build Award

...Continued from Page 23

Although the award was presented to the design-build team of BA Blacktop and McElhanney Engineering Services, the joint efforts and teamwork, over several years, of dozens of ministry staff from the South Coast Region, Lower Mainland District, Gateway Project Office, Field Services, and Partnerships Development were critical to the project's success.

Together, the ministry's team helped develop the concept of extending 156th Street under Highway 1, protected the ability to add future median HOV ramps for Highway 1 RapidBus service, ensured compatibility with evolving plans for the Port Mann/Highway 1 project, prepared the design-build specifications, evaluated proposals, reviewed draft designs, and undertook periodic quality audits and inspections.

Congratulations to all! ♦

Before: From 156th Street, looking north across Highway 1

After: 156th Street is extended under Highway 1.

Ministry Receives TAC Environmental Achievement Award

Submitted by Angela Buckingham, Chief Environmental Officer

The 2009 Annual Conference of the Transportation Association of Canada (TAC) was held in Vancouver, Oct. 19-21, under the theme, Transportation in a Climate of Change. At the conference, the ministry received TAC's 2008 Environmental Achievement Award for the Sea-to-Sky Highway Improvement Project.

The award was accepted by Angela Buckingham, Chief Environmental Officer and Isobel Doyle, Project Environmental Manager of Par Terre Environmental Services Ltd. Angela and Isobel co-authored the award winning submission titled, Sea-to-Sky Highway Improvement Project – Environmental Enhancements and Project Legacies.

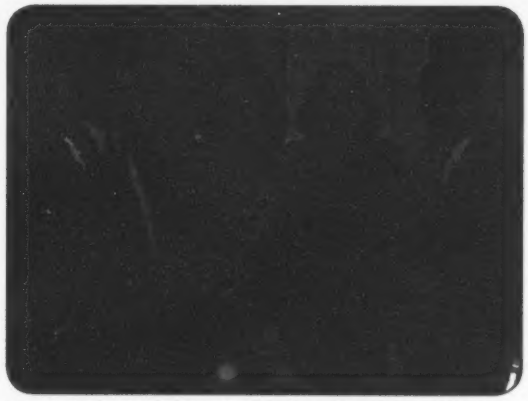
The paper describes the project's environmental program and many of its successful results.

The multi-faceted environmental program delivery model, involving several environmental strategies, was developed to protect and enhance the environment during highway construction and operation. This unique approach to environmental management on the public-private partnership project protected the environment, offered value-added opportunities for environmental enhancement, and created important project legacies. The approach resulted in infrastructure improvements of direct benefit to fish, wildlife and the public.

This is the ministry's second consecutive year to receive this national award.

Last year, the Kicking Horse Canyon Project was recognized for its environmental protection and mitigation program.

Each member of the ministry's Sea-to-Sky Highway Improvement Project team contributed to the environmental success of the project, and receiving the 2009 award is a wonderful way to end many years of working together. ♦



The winning Sea-to-Sky Team: Grant Lachmuth, Senior Project Director; Isobel Doyle, Environmental Manager, Par Terre Environmental Services Ltd; Angela Buckingham, Chief Environmental Officer; and David Chang, Director of Project Management.

The Provincial Transit Plan

If Grandpa Can Take the Bus, So Can You

Submitted by Rick Wormald, Public Affairs Officer

This first installment of a two-part series, focuses on Grandpa's view of transit in urban areas. The second, to appear in next Road Runner, *takes a look at transit in small communities.*

Grandpa walked everywhere – to work and home, to the general store, to the park on Sunday afternoons. He had little choice. Back then, public transit was minimal and he never could afford one of those new-fangled motorized carriages. He was 15 years old, when Orville Wright soared at Kitty Hawk – all of a few metres off the ground, in a flight that lasted a couple of minutes, over a distance of a few hundred metres.

Grandpa said he never imagined then, in 1903, what was to come. But he lived to hurtle through the edge of space – with several hundred others – onboard a 747. He also ventured into public transit. "It's quite the experience," Grandpa reported of his first ride on a bus. "Everyone should try it."

His children's generation – wealthy beyond belief or need by his standards – poured out of the cities and into the burgeoning suburbs, where the love of, and need for the car blossomed like Scotch broom. For Dad certainly could not walk to work and home anymore. And Mom surely needed a station wagon to hold the groceries from the distant supermarket, for all her baby boomer kids.

Did anyone imagine then what was to come? Urban streets so clogged with vehicles that the rising exhaust forms an enormous, sickly yellow-brown cloud. Suburban streets so filled with cars that the kids can't get in a game of street hockey. (Nor can their game fit inside the two- or three-car garage at home). So they grow out as they grow up, as do Mom and Dad, who are both working hard to make the payments on their SUVs.

The freedom, convenience and opportunities that the car has imparted to our quality of life, now threaten to wreck it. And if we do not wish to be driven to that crash, a change of attitude is needed – for we are not just citizens of our city, province and nation – but also of our planet. Unlike Grandpa, we can and have imagined what is to come.

These are challenging and exciting times, because change that will reclaim our communities for people is happening right now. In British Columbia, the biggest expansion of public transit in the province's history is underway. With more rapid transit lines, expanding bus fleets, even the world's first hydrogen fuel cell bus fleet – a lot of people will have even more reasons and greater opportunities to junk the car and jump on the bus or train.

Get on board. It's so easy. And convenient. And inexpensive. All it takes is a change of attitude. Walk to the nearest transit stop. Take the bus or train to and from work, or shopping, or visiting. It's quite the experience. Everyone should try it. Grandpa did. ♦

Submit your stories and photos to RoadRunner

If you want to submit stories and photos send your word files and photos to: RoadRunner@gov.bc.ca. To ensure the best quality possible, please email your photos as JPEGs and do not embed them in your article.

Starla's Run for A-T Research

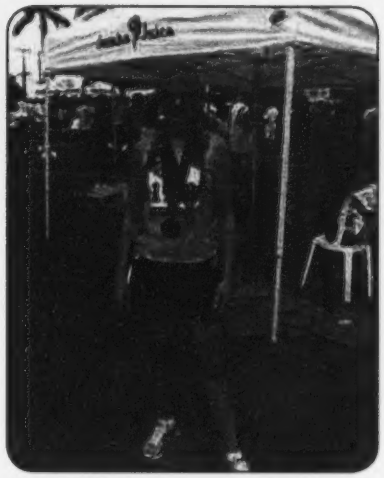
Submitted by Leanne Flood, Stakeholder Relations

Starla Weigel, Kicking Horse Canyon Project Administrative Assistant, spent her summer training, and on Sept. 6, she ran the Inaugural 2009 Kaua'i Half Marathon, in Hawaii. Starla was representing Emily Hughes, a 14-year old with Ataxia Telangiectasia (A-T). Starla did the run as part of the A-T Cure Team.

A-T is a lethal genetic disease that attacks children, combining the worst symptoms of muscular dystrophy, cerebral palsy, cystic fibrosis, immune deficiencies and cancer. Children with A-T are usually confined to wheelchairs by age 10 and often do not survive their teens. Because A-T is a multi-system disease, scientists believe that A-T research could reveal more about treating prevalent diseases such as Alzheimer's, Parkinson's, AIDS and cancer.

"This was my first half marathon, and I was thrilled to be representing 'Team Emily'", says Starla. "I have three healthy children of my own and truly feel for those families who have to cope with this disease. I'm so glad for the opportunity to help raise funds and awareness of A-T and its effects." Starla raised more than $4,000 and wants to shout out a big "thank you" to all the Kicking Horse Canyon Project team members and ministry people who helped support the cause.

More information on the A-T Children's Project is at www.communityatcp.org.



Starla Weigel in Hawaii, after completing the half marathon.

Wild West Theme Draws 'Em In

Submitted by Robyn Abbott, A/Business Management Coordinator

Garth Stewart and John Dowler demonstrate their culinary skills for Finance and Management Services ADM Nancy Bain.

On Oct. 1, the Properties and Business Management Branch kicked off its PECSF fundraising efforts with a wild west-themed Hot Dog Barbecue, hosted in the outdoor courtyard of 940 Blanshard Street, in Victoria. A fabulous turnout had eager lunchtime diners lining up next to hay bales and cowboy hats (and sombreros?!) for their chance to purchase the "full meal deal" of a hot dog, chips and a drink. Final tally was $716 raised from selling more than 150 hot dogs! Thanks to everyone who came out to support the branch and more importantly, contributed to worthy charities. ♦

Santa's Secret Revealed!

Cranbrook Gives Generously to Family's Christmas

Submitted by Leslie Elder, Senior District Development Technician

The Rocky Mountain District office continues to show great support for their community.

This past holiday season, the Cranbrook office adopted a family of six, through the Salvation Army program, and the generosity of staff was overwhelming.

District Clerk Donna Hoglund helped coordinate the event with the Salvation Army, to ensure the family's needs were met.

Employees provided winter clothing for every member of the family, toys for each of the four children and enough food items to ensure they all had a wonderful Christmas.

To enhance the items being donated by staff, the district organized a cookie contest and auction, with approximately $120 going toward a food voucher.

The variety of treats from staff made for a delicious taste testing, prior to the bidding.

Who knew people would be so passionate about a plate of Winter Peach Treats – the winning entry?

Thanks to everyone who shared in making a Merry Christmas for a special family. ♦

Tempting treats were auctioned off to raise money for a food voucher.

Clothing and toys, donated and assembled, for the family of six.

Tour de Valley Cyclist Promotes Cancer Prevention in Schools

About 40 schools were visited by Emissions Enforcement Officer Heather Lilburn and her fellow Tour de Valley cyclists, during last September's Cops for Cancer ride.

"We all take turns giving speeches to the children, on what they can do reduce the risk of cancer within their lives – like wearing sunscreen and not smoking," says Heather. "We empathize with kids that have cancer, and talk about raising money and what the money goes toward."

The Tour de Valley group rode 800 kilometres, over eight days. At last count, they raised more than $600,000 for the Canadian Cancer Society. The Tour de Valley covers the area between Tsawwassen to Boston Bar, and everywhere in between, including making a brief appearance north of the Fraser River in Mission and Maple Ridge.

This was Heather's third year with the ride and the Tour de Valley's tenth anniversary ♦

Heather Lilburn greets students from an Abbotsford elementary school.

Commending a Very Special Person – Cliff Razzo

Submitted by Glenn Olleck, West Kootenay District Manager

Cliff Razzo joined the ministry temporarily on a four-month youth employment opportunity back in 1999, in Cranbrook – his first taste of the wonderful ministry family. It must have left a good impression with Cliff, because after working in the private sector for a while Cliff joined the ministry again in 2007, as a survey technician based in Nelson. In 2008, an Area Manager position became vacant in West Kootenay District, Cliff was very interested in this opportunity and after the competitive process he was the new Creston Area Manager, Roads.

Since his start date in July 2008, Cliff has taken charge of his area of responsibility, as well as leading and contributing in a number of district initiatives. One very clear focus has been on relationship building, such a very important item, especially in the Area Manager role. Cliff has enhanced our ministry's relationship with YRB (Kootenay) Ltd., within the community, with local government, other ministries/ agencies and with special interest groups.

A recent example of Cliff's efforts to build relationships is related to the endangered mountain caribou, a small herd of 40 animals that travel the Kootenay Pass area. If you are not aware of these majestic animals and would like to know more, Cliff's article including photos, are in the October 2009 *Road Runner*.

Due to a motor vehicle incident earlier this year, three of the endangered mountain caribou were killed. Immediately, concern was raised by a special interest group and the Ministry of Environment. Cliff took the lead and worked very closely with the special interest group, the Ministry of Environment, and employees from our ministry and the maintenance contractor; together a plan was initiated and implemented. The improvements have been recognized by many and the special interest group took the time to commend our ministry and the provincial government in radio and newspaper articles. They said that they "applaud the ministry's efforts".

The media noted that, "Here is a rare occasion where environmentalists are thanking the B.C. government." The environmentalists went on to say "The B.C. government was extremely responsive, and moved very quickly."

Cliff Razzo has built strong relationships in his role – within and beyond the ministry.

Cliff managed a very sensitive issue, and as noted, the results are excellent.

Our Creston office is a sub area office and Cliff is the face of the ministry in the Creston area. We would like to take this opportunity to recognize Cliff for the incredible work that he does each and every day, and for making a real effort to enhance the ministry's relationship with our customers and stakeholders.

Thank you very much Cliff. ♦

Recognizing a Great Mentor – Deb Hoy

Submitted by Shelley Keddy, EAF Team Appreciation Leader and Manager of Information and Records Services

As everyone knows, people like to be recognized in different ways. How do you recognize someone who has given so much to you and our ministry? Plaques, dinners, cakes, send-off ceremonies... For me, the *Road Runner* was the best thing I could think of to recognize Deb Hoy's years of service and commitment to the ministry. The *Road Runner* articles were her favourite. She could see what was going on in the province and what her colleagues were doing. She enjoyed the newsletters, so much in fact, she kept a copy of all of them!

It was Deb who motivated me to fall in love with our ministry. Her undying passion and excitement for what we do, and for our people was intoxicating.

The knowledge transfer experience is evident to anyone who has asked her a question. Her passion and corporate memory were a great match for her strong desire to teach and pass on valuable information.

Continued on Page 29...

Recognizing a Great Mentor – Deb Hoy

...Continued from Page 28

Deb has worked in most parts of highways operations. Out of high school, she started as Contract Document Assistant, from 1980 to 1982.

In 1982, she worked with Frank Clapp as a Junior Land Survey Assistant until Frank's retirement in 1987. Although the majority of Deb's work occurred after Frank's retirement, Deb has long respected Frank as her mentor and for teaching her about the land survey process.

Frank Clapp said that Deb is "very efficient, willing to learn, and a kind and attentive lovely person. I couldn't have had a better assistant and I wish her all the best in her future endeavours."

Deb continued on under Lorne Ekstrom until 1996, when she moved to the Construction and Maintenance Branch. Deb brought with her the responsibility of researching and maintaining the B.C. Gazette Notices and Road Surveys.

During this time, Deb received the Deputy Minister's Recognition Award for the successful design and implementation of the Survey Roster Tracking System. The system was used in the fair and equitable selection of B.C. land surveyors, for ministry survey contracts.

She went on to a temporary assignment in the Information and Records Branch, and in 2002 she came back to highways operations and found her home in the Highways Finance and Administration Section, where for the next six years she worked researching information, based on corporate memory.

Deb Hoy at the Deputy Minister's Recognition Awards, in 2003

During that time, Deb recognized the importance of ensuring, that in the future, our ministry could continue to locate historical information. With some records dating back to the 1800s, these maps, blueprints, agreements and other documents are essential to the provincial government's handling of litigation, freedom of information requests and First Nations issues.

Deb formed a focussed, central group to support this work, and manage the transfer of corporate knowledge. HQ's Highways Information and Records Services is her legacy.

Deb was once asked about her work in road research, for an article which appeared in *Road Runner* (Summer 2007). She said, "It's interesting and challenging. It's like being a Sherlock Holmes in the information world."

In 2008, Deb became our ministry's Records Officer. In 2009, the branch she belonged to became part of Labour and Citizens' Services. She has since moved into a new role, working on implementation of the Enterprise Document and Records Management System.

We wish Deb all the best in her future endeavours. We know that whatever she works on, she will most definitely leave a lasting impression and make changes for the better. I know that is how she left our group. I will also be grateful to my mentor for all the corporate memory and wisdom she shared with me.

Thank you Deb, you will be greatly missed by our ministry. ♦

Information Access and Records Section Says Goodbye

Submitted by Cathy Grossmith, Senior Manager Planning and Client Services

In January 2009, the Freedom of Information (FOI) and records operations from all provincial government ministries were centralized in the Ministry of Citizens' Services.

In November, our ministry's dedicated group of seven individuals who did this work, left 940 Blanshard for other parts of Victoria.

The decision to centralize was based on the government's desire to implement a new service delivery model, and business process improvements.

The ministry's Information Access and Records Section joined the Information Management Branch, in February 2007.

Through the leadership of Bob Buckingham and Russ Fuller, the staff and processes went through many changes. The job descriptions and subsequent classifications were updated,

Information Access and Records Section says goodbye (back row): Russ Fuller, Deb Hoy, Vicki Nygaard; (front row): Darlene Kotchonoski, Suzanne Fitzpatrick, Ila Shah, Elizabeth Horn.

reports were generated to track progress, and processes were refined and updated. Darlene Kotchonoski was hired as the Manager Information Access and Privacy, and along with Elizabeth Horn and Ila Shah (and a little help from Steve Omelus) they moved to zero overdue requests.

Over on the records side, Debbie Hoy was hired to fill the vacant position that Beth Pitbaldo left when she moved to Ontario.

Deb's knowledge of the ministry, Vicki Nygaards' passion for Total Records Information Management and the bubbly personality of Suzanne Fitzpatrick worked to ensure that data management of our records became an obsession for all of us.

With the new Citizens' Service's model, a Ministry Access and Records Service Team will be the first point of contact for FOI requests.

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Information Access and Records Section Says Goodbye

...Continued from Page 29

They will provide front-line FOI request processing, records management and advisory services.

The team lead for the Ministry of Transportation and Infrastructure is Elizabeth Vander. (Russ Fuller is with the group which serves Finance, Citizens' Services, Small Business, Community Development and Tourism.). Working with Elizabeth will be Darlene Kotchonoski, Elizabeth Horn and Ila Shah. Ministry staff will continue to work closely with these folks.

The team of four is also providing services to others in the resources group of ministries: Energy, Mines and Petroleum Resources; Agriculture; Environment; and Forests and Range.

The Records Management Operations Team will be providing ministries with services for the management of records, in all media, to support operations. Their services will include training, classification and scheduling systems (ARCS and ORCS), records management system implementation, records storage, retrieval and destruction, and archival appraisal services. Deb Hoy, Vicky Nygaard and Suzanne Fitzpatrick are all working in the group, on a variety of initiatives.

Jeff Barber will be our new Ministry Records Officer.

As Chief Operating Officer Dave Byng said at the goodbye event on Oct. 30, "This great team has attained an in-depth knowledge of the ministry and was always willing to make the extra effort to ensure the right information was provided."

With more than 125 years of government service, 87 of those years at our ministry, the group will be missed by all of us.

We have been fortunate to have worked with these individuals, some for a long time, and we wish them the very best in their new organization. ♦

Deveau's Mandalas Exhibited in Greater Victoria

Submitted by Nancy McLeod, Business Coordinator

The meditative mandalas of ministry employee Ross Deveau were on exhibit at the Art Gallery of Greater Victoria, last fall.

Ross, a development approvals technician who has worked with the ministry for 33 years, has been making mandalas for 17 years.

His work is guided by the Kalachakra, or wheel of time mandala, a thousand year-old Buddhist design.

Ross makes his mandalas by drawing the outline on very thick paper. He then snips photos from magazines he finds at thrift stores, and colour photocopies them onto card paper stock, which creates depth, can be viewed in 3D, and illuminates when lit by a blacklight.

Then he cuts out the shapes to fill the mandala, from the centre outward.

Ross Deveau with "Back to Flowers" which was created entirely of images of flowers.

During the "Full Circle – Contemporary Mandalas" seven-week show, some renowned mandala makers came to look at Ross' creations. A group of Ganden Jangtse Monks from Northern India who were creating a Tibetan sand mandala in another room at the gallery, viewed Ross's works scrupulously and then chanted in the room with Ross' works.

Ross says he has worn out three pairs of Henckels three-star scissors, from cutting out the paper for his creations. Of that paper, 90 per cent is recycled. His work varies in size from four feet by four feet, to covering entire walls.

"A mandala is a meditative device and a temple with doorways that you are looking down upon," Ross says. "It is a map of human consciousness which, with the addition of compassion and love, is hoped to help humanity."

The Art Gallery of Greater Victoria calls mandalas "a visual prayer." ♦

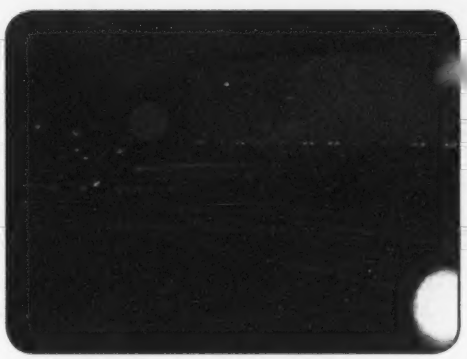
Trailer Blaze Results in Warm Brew

Submitted by Michelle Slater, Commercial Transport Inspector

Oct. 16, 2009, at the Hunter Creek Inspection Station is a work day I'll never forget. I had just pulled in a tractor/trailer unit for a flat tire and was standing at the front counter dealing with the driver, when all of a sudden there was a very loud "BANG!"

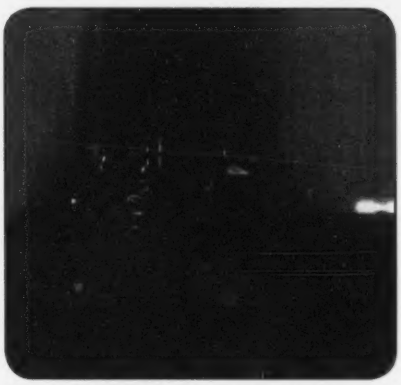
I turned around to the front window and couldn't believe what I was seeing. Crossing over the scale was a fully loaded tractor/trailer unit with flames and smoke billowing out from the trailer axles! The brake linings were glowing a bright orange color.

I immediately closed the scale, directed the driver of the flaming vehicle to a parking area behind the scale, and ran outside with fire extinguisher in hand. A few other drivers had pulled off to the side to help extinguish the flames but to no avail. After a few moments of trying to douse the fire ourselves and having more tires explode due to the extreme heat, I realized it was time to call in the professionals.



Firefighters extinguish the blaze in the tire axles.

All we could do at this point was to stand back at a safe distance and watch the flames engulf the axles. There was an eerie high pitched squealing sound as the airlines burst and added more "fuel" to the fire.



Close up of the fire damage.

One of the drivers was injured by a piece of rubber that flew off an exploding tire and hit her above her knee, but otherwise, no serious injuries were sustained during this calamity.

Luckily, the trailer had no dangerous goods on board and the company was able to salvage all of the load of beer – albeit warm beer. You never know what your day will bring while working at the scale! ♦

Timeless/Priceless Photo

Commercial Vehicle Safety and Enforcement employees are diligent workers, making sure that loads are secured, modes of transport are well maintained and drivers are qualified and following commercial vehicle regulations. Here, Ken Prasad, "operating" a donkey, receives some enforcement attention from Don Backman, (now retired) Dangerous Goods Inspector.

Ken is an Area Vehicle Supervisor in Burnaby, and owner of Clemantine, the donkey.

Don Backman, is enjoying retired life in the Penticton area. The photo was taken by Area Vehicle Inspector Bruce Bernier, several years ago. Information on the exact violation was not available at press time. ♦

The Adventures of a Road Area Manager

Donna Fitzpatrick District Development Technician

Never let it be said that the life of a Road Area Manager is boring – especially if your name is Stephanie Gillis...

During the Nov. 4 snowstorm at Bonanza Pass, while doing her routine inspections, Steph met up with a fellow from Germany on a BMW motorcycle.

He was travelling from the northernmost point of Alaska to the southern tip of South America and got caught in the snowstorm.

To ensure he didn't hurt himself or anyone else, Steph had a tow truck come for the bike. During the wait in her jeep, she learned a lot about the fellow.

Among many things, he's a photographer and has a blog about his travels. Steph being the kind person she is, offered her house to him for the night hoping for better travelling weather.

He showed her a slideshow of his travels thus far, including a trip he had taken to Laos, and gave her his blogsite (realgoneaway.blogspot.com) so we all can follow him.

He said Steph will definitely be included in his blog. So, with the sun shining the next morning, she gave him a nice breakfast, food for the road, warned him about black ice and off he went.

So, never let it be said that the life of a Road Area Manager is boring! ♦

This travelling motorcyclist was helped by Stephanie Gillis during a snowstorm.

Name the Employees Contest

Posters, which depict the public service values expressed by ministry employees, were recently distributed to ministry offices. The two posters, produced by the EAF's Walk the Talk (Communications) Team show that the values of curiosity, passion, service, accountability, courage and teamwork are applicable to all employees, in all kinds of jobs and settings.

Can you identify the ministry employees in the posters? If you can't, how about drawing on those ever helpful values of curiosity and teamwork by doing some sleuthing or joining up with others? Because, if you can name everyone, the first three senders of emails that correctly identify all 18 employees will win a prize. (Contestants are not required to name the person placing the explosives in "Courage," and the person on the far right hand side of the "Courage" photo where the Transit Plan poster appears).

For a closer look, see "Public Service Value Posters" at http://gww.th.gov.bc.ca/EAF/home_intra.asp.

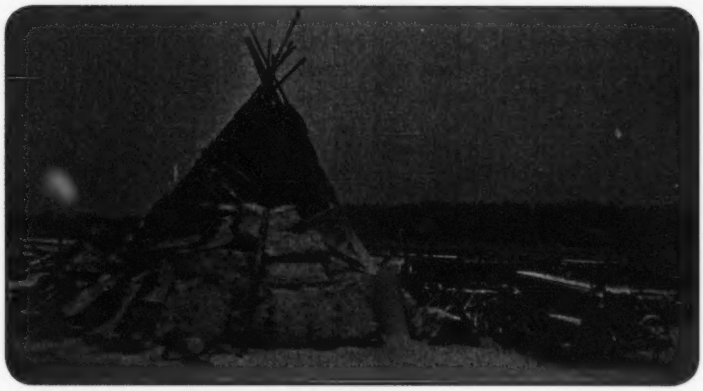
Send your entries to RoadRunner@gov.bc.ca ♦

Thanksgiving in Alberta

Submitted by Pamela Paul, District Clerk

While many of us were celebrating Thanksgiving with a traditional turkey feast, Clint Monson embarked on a unique holiday experience visiting his hometown of Athabasca, Alberta. Clint, an Area Development and Operations Technician with our Sechelt Area Office, spent eight days with his father, Ron Monson, and his childhood friend, Luke, building a tipi for shelter, hunting, preparing delicious meals over a fire and enduring nasty Alberta weather.

It was Clint's first time building a tipi, and it took approximately three hours to construct. The completed tipi measured 4.57 metres at its apex, and was made of poles of peeled and dried poplar wood and a canvas tarp. The tipi also had a plywood door and was lined both inside and outside with square bales of hay. The bales of hay not only provided insulation from the cold wind, but also served as benches and beds. The only other major furnishing was a portable television Clint's dad brought along so that he wouldn't miss the hockey game – talk about a die-hard Oilers fan!

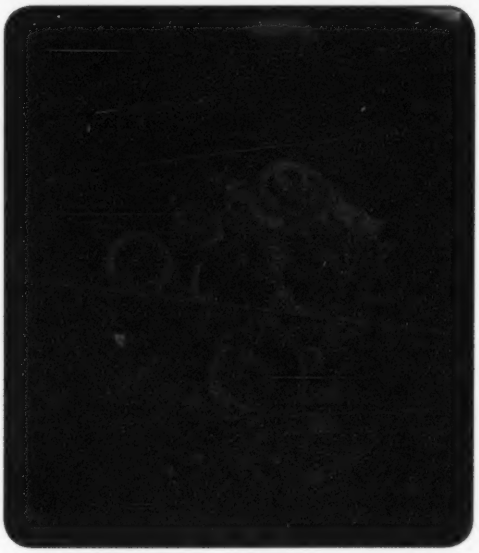


The tipi, built by Clint, his father, and his friend, Luke.

All of the men worked together to prepare meals using a combination of food purchased beforehand and procured from the land. Clint's dad made his famous bannock using whole-wheat flour, eggs and goat's milk. The addition of maple syrup to the bannock added sweetness and transformed it into a "bush cake". For dinner, Clint rolled fresh venison around onions, garlic, Okanagan apples and Weatherford spice and Luke slow-cooked it on a spit for two and a half hours. According to the chef, it was amazing!

Clint had a fantastic trip back home to Alberta, but after days of sub-zero temperatures, he was reminded of why he moved out the west coast of B.C. in the first place – we don't have vehicle plug-ins in the parking lots and we don't need them! ♦

Slow-cooking dinner over a blazing fire.



Venison smothered with onions, garlic, apples and Weatherford spice.

The Last Profile

Submitted by Mike Boissonneault, Manager of Avalanche and Weather Programs and Glenn Olleck, West Kootenay District Manager

Dave Smith and Will Geary recently retired from service with the Ministry of Transportation and Infrastructure's Avalanche and Weather Programs, in the West Kootenay and Rocky Mountain Districts. The pair has been employed by the ministry for a combined total of 55 years. Over the past nine years, they have worked together on the Kootenays Avalanche Program, based in Nelson. This program monitors and controls avalanche hazards above provincial highways throughout the southeast part of the province (excluding Kootenay Pass).

Both Dave and Will are well-known figures within the Canadian avalanche community. For many years, Dave chaired the Canadian Avalanche Association's Education Committee, in addition to serving the association's board of directors as secretary-treasurer. Currently, Dave is the organization's newly elected vice president, and he continues to work in the capacity as an industry training program course instructor and course leader. Will has also served as a course Instructor. Training is such an important part of the ministry's Avalanche Program.

Dave Smith gets ready to dig a snow profile.

Will and Dave's commitment and involvement with maintenance contractors, other agencies and ministry personnel has also been outstanding.

Through the years there have been many varied avalanche seasons, with all sorts of tricky situations and unique challenges. Most recently, the 2008-09 winter season was one where avalanches were frequent, widespread and flowing through areas that had not seen avalanche activity for more than 30 years. Telephone and hydro lines were down, and a number of communities were without road access for a few days. Through it all, Dave and Will ensured that maintenance workers, other agency staff, travellers and ministry employees were protected. They worked endless hours to have the highways re-opened, and access restored in the Kootenay area – managing customer and stakeholder needs perfectly and receiving praise from local communities.

Will Geary conducts snow stability testing, above Whitewater Road, near Nelson.

Dave and Will leave a legacy of service excellence as demonstrated in the diligent manner that they approached their day-to-day duties. Safety for those who work and travel on provincial highways during the winter avalanche season, has been the driving force that has motivated them throughout their careers. They have an extraordinary strength, especially as a team of two in performing the demanding field work that is required. Despite their advancing years of service, they both maintained their skills and fitness.

For anyone who spent a day in the field with them, the breaks were few, and the pace was steady. Combined with this, was the mountain wisdom and intuitive knowledge both possessed that can only come with many years of living and working in the mountains. It was as if they knew what was going on in the snowpack, by what they sensed and how it felt... in their bones.

As Dave and Will worked their final few days, and dug their last snow profiles, it was realized that they would be long be remembered for their contributions to the development of the ministry's Avalanche and Weather Program. They have been leaders, mentors and experts in their field, having set very high standards of performance for others to follow.

On behalf of all your work-mates, best wishes to Dave and Will. It has been an honour and a pleasure to have worked with both of you! ♦

Fred Hughes – Mentor, Leader and Very Wise Person

Submitted by Glenn Olleck, West Kootenay District Manager

Fred Hughes is retiring on Jan. 29, this year, after 35 years of outstanding service with the Ministry of Transportation and Infrastructure. His career started in Nelson in 1974, then he worked in Prince George until 1988, and then lucky for us in West Kootenay District, he returned to Nelson. Fred began with a financial focus, and accelerated very quickly to the regional level in 1998. Then in 2002, he switched his focus to operations, taking on the role of Operations Manager in West Kootenay District.

Fred Hughes has worked in numerous leadership capacities over 35 years.

Fred was a key member on the project team that developed and implemented the Financial Management Information System that the ministry deployed in 1990 – a huge undertaking which led to invaluable results. In 1997, Fred was part of the Northern Roads Initiative. This too was a daunting task, and again a very valuable undertaking for the Province of B.C. Fred has been a true team leader and throughout his career has taken on temporary appointments as District Manager Transportation, various Regional Managers, and as Regional Director.

Most recently as the Operations Manager, he managed two maintenance contractor service areas (Kootenay Boundary and Central Kootenay), and worked closely with various maintenance contractor staff, key stakeholders and operations staff.

Not only did Fred manage the maintenance contract side of things, he also had two avalanche programs as his responsibility – the regional program which spans both West Kootenay and Rocky Mountain Districts, and the Kootenay Pass program.

Fred was also a contributor in many other ways. His focus was on much more than his direct responsibilities. His participation in the overall management of the district was front and centre, while he also contributed at the regional level, and thought strategically where we were moving provincially.

Fred's efforts have resulted in strong relationships being built with maintenance contractors, key customers and stakeholders, and ministry employees. In this final year with the ministry, the Central Kootenay maintenance contractor received the Contractor of the Year Award.

The Kootenay Boundary maintenance contractor is rated with some of the best in the province. These are collective achievements, requiring both the maintenance contractor and the ministry to be focused in the same direction. These significant accomplishments link directly to a high level of service being provided to British Columbians.

As Fred was preparing to leave the ministry, it was very important to him to pass on his knowledge and experiences to others. Fred was a leader, mentor and a very wise person, in so many different aspects of our business.

We are all very grateful that he took the time to share his talents and experiences with people in the Kootenays, and to others as well. It is important that ministry employees continue to be knowledgeable owners of our work, and Fred's efforts were commendable.

We have appreciated Fred's professionalism and commitment during his very impressive career with the ministry, and we would like him to know that he will be missed by his provincial colleagues, and especially those in the West Kootenay District.

Fred, we wish you and your wife all the best in your new role – have a wonderful retirement! ♦

Staff Roundup

Avalanche Assistants for Pemberton and Hope avalanche crews are **Jonas Hoke** and **Erika Flavelle**. They are stationed at the ministry sub office in Pemberton and will be working in the Coast-Chilcotin Avalanche Program. Jonas and Erika are forecasting avalanche hazards for the Duffey Lake and Bridge River avalanche areas with **Doug Tuck** and **Scott Aitken**.

Two auxiliary positions in the Kootenay Pass Avalanche Program have been filled by **Andre LaPorte** and **Mark Talbot**.

Kevin Maloney was the successful candidate in the recent Avalanche Technician competition for our Regional Avalanche Program. The Assistant Avalanche Technician in this program is **John Wylie**.

Robb Andersen is now the Assistant Avalanche Technician on Kootenay Pass.

Gamal Shady is Manager, BC Transit Initiatives.

Vicki Willow is Acting Director, Properties and Business Management Branch.

Jenny Pleice has become Acting Senior Manager, Corporate Procurement and Risk Management.

Faisal Siddiqui has joined the Southern Interior Design and Survey group, located in Kamloops, as an Engineer-in-Training. Faisal will be working on a number of roles related to design delivery.

Vicki Willow, Acting Director, Properties and Business Management Branch.

Hiwot Nigussie is a Financial Analyst working with the Crown Agencies team of the Financial Management Branch, in Victoria. She is providing financial accounting and administration functions to BCTFA and RTP 2000 Ltd.

Gerri Goulet has taken on the role of CVSE Manager, Peace District.

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Staff Roundup

...Continued from Page 35

Maria Braden is the Northern Region's new Regional Manager, Corporate and Operational Services.

Brenda Mielke has joined the Strategic Human Resources Branch as the Human Resources Office Manager.

Sandra Carroll, Assistant Deputy Minister, Transportation Policy and Planning, **Kirsten Pedersen**, Director Transportation Policy, **Trish Sterloff**, Senior Manager, Programs and **Jo-Ann Clar**, Executive Administrative Assistant are temporarily assigned to the Olympic Games Secretariat.

Concurrent with this change, **Lisa Gow** and **Kate FitzPatrick** are working on priority projects with the Chief Operating Office.

Michele Pace assumes the role of A/Executive Director for the Pacific Gateway Branch.

There are adjustments in roles and responsibilities within the Transportation Planning and Policy Department:

Kevin Richter, Regional Director, Southern Interior is A/Assistant Deputy Minister, Transportation Policy and Planning Department. **Renee Grabia** is A/Executive Administrative Assistant for Kevin.

Norm Parkes, Regional Manager Programming and Partnerships, is A/Regional Director, Southern Interior Region.

Guy Cookson, Executive Director, Strategic Priorities, is A/Director, Policy Branch while continuing with his Climate Action Program responsibilities.

Kevin Volk, Manager, Strategic Planning and Policy, is assisting with Trish Sterloff's work in the Policy Branch, in addition to carrying out his current responsibilities with the Climate Action Program.

Jim Barnes is Manager, Corporate Initiatives. Jim's work includes the climate change engineering adaptation project.

Upcoming Olympic Special Edition

Next issue of the Road Runner will feature stories from employees on their Olympic assignments. Find out what it was like to be part of the action on the roads, at the medal awards events, in the BC Showcase and pavilion, and at other games-related locations!

Also slated for next edition is a report from Commercial Transport Inspector Nick Leatham, who is scheduled to run in the Olympic Torch Relay, in Prince George, Jan. 29. Nick will be submitting highlights and photos, of his experience, for which he was chosen in October.